

U.S. DEPARTMENT OF STATE

STATE

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MAGAZINE



***Libya's Bold Past,
Promising Future***

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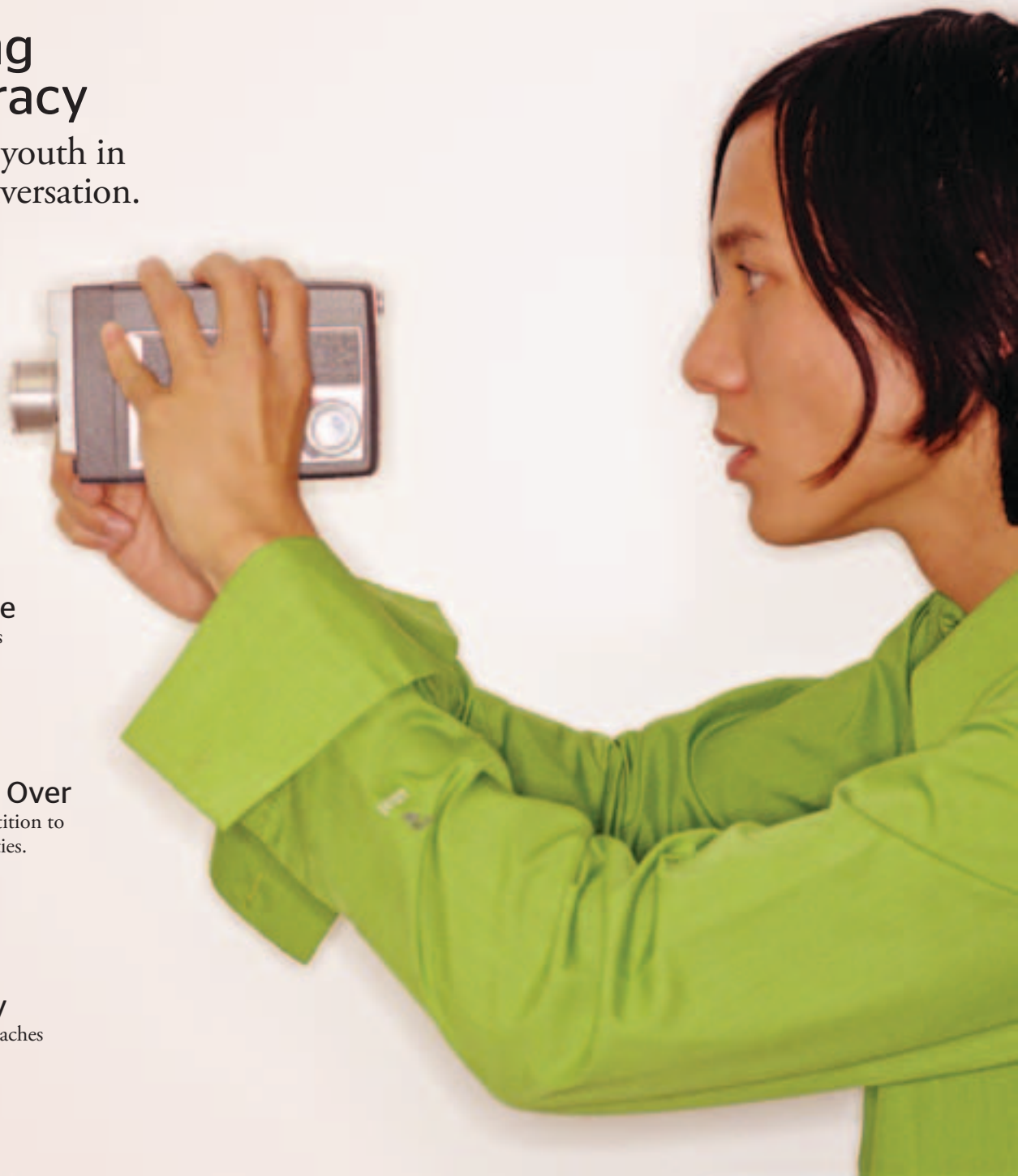
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On the Cover

The entry gate to the ancient Roman city of Leptis Magna is an hour and a half (and a few millennia) from Tripoli.
Photo by David Bradfield



Helping Department Employees with Disabilities Succeed

Last October, President Barack Obama announced his goal of ensuring fair and equal access to employment for all Americans, particularly the 54 million Americans living with disabilities. In order to provide disabled State Department employees with access to the support and services they need to succeed, we have created in HR's Office of Employee Relations a new division that provides one-stop services and assistive technologies to those employees—the Disability/Reasonable Accommodation Division. In addition to assisting current employees, HR/ER/DRAD is partnering with Recruitment to recruit job applicants with disabilities, including disabled veterans, by demonstrating that State can provide the support they need to enjoy a rewarding and productive career with us.

The HR/ER/DRAD team now includes expertise in the areas of deaf/hearing impaired, blind/low vision and dexterity limited services. For the first time, the Department also has a full-time Selective Placement Coordinator on its staff. The role of the Selective Placement Coordinator is to assist applicants with disabilities in navigating the various hiring authorities available to them. They also work with hiring managers to match qualified applicants with disabilities with current vacancies throughout the Department. Our initiatives will include: training in Schedule A hiring authorities and Americans with Disabilities Act goals; training for supervisors in accommodation and integration of employees with disabilities; and basic disabilities courtesies for co-workers of employees with disabilities.

I am especially pleased that State was the first agency to partner with Department of Defense's Computer Accommodations and Technology Program in 2001 to provide assistive technology and services to Department employees with disabilities. Congress granted DOD the authority to provide assistive technology, devices and services free of charge to employees of most agencies after the National Defense Authorization Act of October 2000 was passed.

This year, DOD provided approximately \$50,000 in assistive technology and services to State Department employees. This is the highest amount since the first year of the partnership and equates to 78 separate accommodations requests. These accommodations represent a cost savings to the Department of roughly \$254,000 since the inception of the partnership.

DRAD accommodations have helped our employees in myriad ways. Let me share with you two examples:

- When an employee involved in an automobile accident sustained a back injury and had difficulty sitting for long periods of time, an ergonomic assessment was conducted and recommendations made to improve his performance.

As a result, the employee was provided a sit/stand adjustable keyboard to allow him to alternate positions while working, an ergonomic chair, a footstool, a reading stand to allow alternative reading positions, etc. The employee was also allowed to take additional breaks and leave for physical therapy.

- When an employee with low vision was having difficulty seeing the computer screen, reading printed paper and distinguishing characters on the keyboard, several assistive technologies were provided, including a larger monitor, portable magnifier, closed circuit television to magnify documents, large print keyboard and specialized software to allow her to see the information on the screen and enable information on the screen to be read back to her. She has also been provided with a reader (human) to help process a variety of actions. These accommodations have significantly enhanced her performance.

In fulfilling the Secretary's vision of "smart diplomacy," we need to ensure that Americans from all backgrounds, including those with disabilities, have the chance to fulfill their potential and contribute to our mission. Our primary goal in HR is to provide the best customer service we can to all of the talented men and women of the State Department family. Above all, we want to serve you efficiently and well.

For further information, please visit the DRAD website at: <http://intranet.hr.state.sbu/Workforce/DisabilityReasonableAccommodation/Pages/AboutReasonableAccommodation.aspx>.

If you have any general comments or suggestions on this or any other topic, please feel free to send them to me via unclassified e-mail at DG Direct. ■

Nancy J. Powell
Director General

First Line of Defense

You pass them every day. Sometimes you say hello. Most times you don't. Sometimes you feel they're a hindrance. Rarely do you think them a help. They're there every day. When the mercury hits 95 and the humidity soars, they're there. Remember "Snowmageddon?" They were there. Their work is sometimes dangerous, often tedious, rarely glamorous, always long and frequently unappreciated. They check your badges, monitor access to the parking garage, patrol the surrounding streets and, if you're not careful, cite you for a security violation.

But what no one really notices is what they do all day, every day, for all of us. They are the uniformed officers of Diplomatic Security. And they protect each and every one of us every single day. For the employees who work in Main State and the Department's other buildings—as well as for everyone who visits our facilities—they are our first line of defense. These officers put their lives, skills and training between us and those who would do us harm, be they terrorists, rioters or criminals. They do so professionally, efficiently and without fanfare. They're not looking for our thanks, perhaps just our acknowledgment that they're part of the State team and our appreciation for the role they play. So the next time a uniformed officer halts you in the hall and asks you to dig your badge out of your pocket, remember what they're doing for you day in and day out and give them a smile instead of a scowl.

Edward Lacey
Deputy Director
Policy Planning Staff

Beautiful Passport

When I started as a consular officer back in the 1970s, the world's classiest passport was the British—black hard cover, the Dieu et Mon Droit seal, the bearer's name handwritten on the cover. Nothing else compared.

We just received a new tourist passport for our daughter, and it is a work of art: every page a different scene of American natural beauty, embellished with patriotic sayings by a wide range of Americans down through our history. It is the classiest passport ever.

Who is the unsung hero/heroine we have to thank for conceiving of this beautiful document?

Bob Fretz
Retired Foreign Service officer
Edmonds, Washington

Passport Services responds: In true bureaucratic fashion, a six-member committee from the State Department and Government Printing Office developed the "American Icon" theme, one of several themes proposed to then-Secretary of State Colin Powell, who made the final selection.

Spouse Oral History

The article *Oral History: Former Department officials talk history* by Charles Stuart Kennedy (June issue) neglects to mention the spouse oral history collection, an important component of the Foreign Affairs Oral History Program at the Association for Diplomatic Studies and Training at the Foreign Affairs Training Center.

In 1987, a president of ADST (then

ADS) gave the Foreign Service Spouse Oral History an initial stipend to interview spouses to record, in his words, "the human side of the Foreign Service." His generosity was prescient.

Several years later, after reading the transcript of Foreign Service officer Laurent Morin's interview, his spouse Ann, an authority on women ambassadors, commented, "We are talking about two people happily married who have lived a long life together. Reading my husband's transcript and then mine, you would think you were reading about two different lives at a different set of posts. There was no relationship between the events we recorded in our two interviews. It was startling. My most devastating experience was the loss of a child, which my husband hadn't even mentioned. I insisted that he include it when he edited his transcript."

Transcripts of the spouse interviews are online at Frontline Diplomacy, along with Mr. Kennedy's interviews with Department officials. For access to spouse supporting documents contact admin@adst.org.

Jewell Fenzi
Chair, AAFSW Spouse Oral History

Jewell Fenzi based her book "Married to the Foreign Service" on the spouse interviews; Ann Morin's "Her Excellency" drew from her interviews with women ambassadors.



DS Walks in Memory of a Special Agent

On June 5—exactly 13 years after Bureau of Diplomatic Security Special Agent Melissa Tinney lost her battle with breast cancer—close to 50 runners and walkers from the Department of State, most of them DS employees, honored Tinney by participating in the Susan G. Komen Global Race for the Cure in Washington, D.C.

DS had held a pre-event rally in May attended by Tinney's parents and Under Secretary for Management Patrick Kennedy, who knew Special Agent Tinney. He told an audience of nearly 100 that Tinney represented the best of the State Department, recalling her spirited dedication to mission fulfillment.

Also in attendance were Tinney's parents. "The news of her diagnosis was shocking beyond belief," said Philip Tinney, former minister-counselor and

30-year veteran of the Department. "But here's proof that the Department has a heart. Melissa was cleared to go to Paris, where I was posted as the information management officer, so we could spend precious time together as a family. Throughout her battle, Melissa's spirit never waned, and her dedication to duty never ceased. Yes, her life was cut short at 33 years of age, but she probably did more in her compressed time than most do their whole lives."

The Susan G. Komen Global Race for the Cure fulfills a promise that Ambassador Nancy G. Brinker, the Department's former chief of protocol, made to her dying sister to work to end breast cancer. Twenty-seven years later, its participants constitute the world's largest network of breast cancer survivors and activists. The Komen organization promotes breast cancer awareness and research worldwide.

Online Tools Expand Conference Audience

To promote collaboration in the fight against exploitative child labor, the Bureau of Democracy, Human Rights and Labor held a June conference that sought to reach

the broadest range of stakeholders possible. DRL partnered with the Department of Labor, nongovernmental organizations and corporate sponsors to host the conference



“Working Together to Combat Child Labor: It’s Time to Stop the Exploitation of Children,” which was attended by more than 200 people.

“Our work to combat the exploitation of children must extend beyond the Beltway and into the communities confronting child labor everyday,” said DRL Assistant Secretary Michael Posner. “Our goal was to engage everyone—activists, businesspeople, students and teachers—involved in the effort.”

“The exploitation of children anywhere should be a concern to people everywhere,” said Secretary of State Hillary Rodham Clinton in her video-based remarks to the conference (<http://link.brightcove.com/services/player/bcpid1705667530?Bctid=90405490001>).

To help all parties work together to address the root causes of child labor, DRL sought to have the conference reach attendees who couldn’t be there in person by using the video streaming and webchat program CO.NX to reach 224 additional participants from 28 countries. Staff from U.S. embassies, United Nations organizations, Catholic Relief Services, Egypt’s Sohag Association and numerous bloggers participated in the conference online.

“I owe my thanks for giving me this opportunity to speak out on child labor,” wrote one online attendee.

DRL staff blogged about the event in advance and used online tools to solicit questions for panelists. During the event, they posted Twitter updates with speakers’ remarks and uploaded Facebook entries with summaries of each presentation.

“The Facebook and streaming Web components of the child labor forum were unique for a government agency,” wrote Amanda Kloer, a writer for Change.org. “I think the ability to connect with child labor advocates all over the world... made the experience and discussion richer for everyone.”

Energized by the child labor conference, DRL is seeking other ways to use social media to advance human rights worldwide.

Top: Attendees focus at the Working Together to Combat Child Labor conference, which was streamed live online. **Bottom:** Secretary Clinton speaks to the conference via a video link.

Exercise Brings ELOs Up to Speed—FAST

The U.S. Mission in China recently held its first China Teaming exercise to bolster the professional development of first- and second-tour, or FAST, officers. The exercise involved five teams of FAST officers from posts in Beijing, Guangzhou and Shanghai being grilled by senior Mission China officers, including the Defense attaché and consul general, who played the role of Chinese Ministry of Foreign Affairs officials.



China

The teams were given two scenarios, one dealing with Iranian nuclear arbitration and the other with maritime policies. The teams had two months to research the issues and propose three courses of action. Mid- and senior-level mentors provided consultation and guidance. Teams then chose their best option and presented their recommendations at a digital videoconference.

As a result, the FAST officers developed expertise on high-profile issues, gained insights into policymaking and acquired experience in drafting memorandums, presenting recommendations and fielding questions from the panel of judges. The exercise allowed the FAST



Sharing a smile are members of the ELO team at the U.S. Consulate in Guangzhou that worked on the Iran scenario.

officers in China to gain broader experience and develop skills and expertise outside their assigned duties.

The event was “a great opportunity to work with mid-level and senior officers, cultivating interpersonal, critical-thinking and problem-solving skills,” said Guangzhou FAST Officer Nikhil Sudame.

Another FAST officer, Nancy Chen, whose onward political-military posting is Canberra, Australia, said the exercise provided “a crash course in our naval posture in East Asia.”

Association Recognizes Outreach Excellence

The Public Diplomacy Alumni Association has recognized four winners, out of 20 nominees, for their imaginative and successful outreach efforts.

One of the winners, a team of Locally Employed Staff members in the public diplomacy section at the U.S. Embassy in N'djamena, Chad, won for outreach to the Muslim/Arabic community. As Sudanese rebels invaded and Americans were evacuated, the LE Staff held a planned journalism workshop and processed visa applications for the International Visitor Leadership Program, Fulbright program and other exchange programs.

Another winner, Alistair Baskey, the assistant cultural affairs officer and director of America House in East Jerusalem, was nominated for increasing participation in U.S. exchange programs in Israel and the Palestine Territories. Baskey, with fluent Arabic and basic Hebrew, arranged for and escorted Gaza exchange students to get their U.S. visas and then took them to the Allenby Bridge, the gateway for travel to the United States. Although Fulbright Program trips were canceled in 2008, he nonetheless interviewed candidates and initiated their vetting. Last year, 200 Palestinians participated in U.S. government exchanges. He has also helped dozens of Gaza residents study at Palestinian universities with U.S. funding.

The third winner, Tom Cooney, public affairs officer at the U.S. Consulate General in Shanghai, was nominated by Consul General Beatrice Camp, who termed him the “main engine” of American participation in Shanghai Expo 2010. Although the United States hadn't participated in recent world expositions, Cooney promoted U.S. participation in the Shanghai Expo and, with consulate and embassy colleagues, encouraged the Department to authorize a private sector organization to raise funds and design and manage a U.S. pavilion. Cooney guided the project from groundbreaking to launch. Now, more than 200,000 visitors per week visit the U.S. Pavilion.

The fourth winner, Aaron David Snipe, public diplomacy officer for the Provincial Reconstruction Team in Muthanna Province, Iraq, was nominated for his outreach to Iraq's women. Coordinating with a local nongovernmental organization, he organized an art exhibit by local women artists and arranged for Ambassador Ryan Crocker's attendance, generating national media coverage. The exhibit toured three of the province's cities, and later became part of Women's History Month in Washington, D.C.

More information on the winners is on the organization's Web site, www.publicdiplomacy.org.



Aaron David Snipe, right, and Public Diplomacy Alumni Association Awards Committee Chairman Robert Nevitt display a brochure on the women's art exhibit in Iraq that earned Snipe one of group's 2010 achievement awards.

Sofia Conference Stresses Anticorruption Measures

Helping nations combat corruption and strengthen justice and law enforcement institutions requires a whole-of-government approach and increasing awareness of anticorruption best practices, challenges and tools, as U.S. embassies from Chisinau to Riga are learning.

To teach these lessons, the Bureau of European and Eurasian Affairs and the Department of Defense's George C. Marshall European Center for Security Studies, in cooperation with the Bureau of International Narcotics and Law Enforcement Affairs, brought together in March nearly 130 U.S. and European officials from 20 countries in South, Central and Eastern Europe for three days of training in Sofia, Bulgaria.

U.S. Ambassador to Bulgaria James Warlick told the conference that corruption does not recognize international boundaries, and Dr. John Rose, director of the Marshall Center, stressed the need to share anticorruption solutions. Bulgarian Prime Minister Boyko Borissov spoke of Bulgaria's challenges with organized crime and corruption but vowed continued cooperation and diligence.

The conference emphasized that anticorruption legislation is an important start, but countries must also focus on implementation, which several speakers said requires the leadership of officials and ordinary citizens. Robert Vernon, former deputy chief of police of Los Angeles, said law enforcement needs inspirational leadership and offered several personal anecdotes.

Many speakers and side discussions highlighted the importance, and fragility, of the independence of the institutions fighting corruption, such as the judiciary and prosecutors. Officials from the region and U.S. experts noted the difficulty of building and sustaining institutional independence without securing the public's trust.

Since the conference, several embassies have launched joint efforts to organize the visits of anticorruption experts to the region to address shared problems, and the EUR bureau has updated its listserve of information and tools for officers working on anticorruption.



FS Youth Contest Winners Selected

In July, Director General of Human Resources Nancy Powell, the Family Liaison Office and the Foreign Service Youth Foundation hosted the annual Youth Awards Ceremony honoring FSYP contest winners and children whose parents served at unaccompanied posts.

The annual FSYP Community Service

Awards honor Foreign Service youth for outstanding voluntary service to their communities or peers. Winners received saving bonds donated by Clements Insurance.

In the KidVid contest, sponsored by the Foreign Service Institute's Overseas Briefing Center and FSYP, children ages 10-18 produced videos or DVDs depicting life for children and teens at their post. The OBC, located in FSI's Transition Center, coordinated the contest, and FSYP provided prize money donated by Diplomatic Auto Sales. All submissions become a permanent part of the OBC's audiovisual collection.

The essay contest challenged Foreign Service youths to discuss, in 1,000 words or less, an issue that they would like to learn more about regarding the country where they currently live with their families. Winners received cash prizes donated by McGrath Real Estate Services.

The art contest focused on the theme "On the Move." Winners received cash prizes made possible by the State Department Federal Credit Union.

In 2006, FLO's Unaccompanied Tours Program began annually providing medals and certificates of recognition to children whose parents served at high-risk unaccompanied posts. Designed and distributed by the Family Liaison Office, the awards acknowledge the sacrifice that children and families make when employees volunteer for an unaccompanied tour. Approximately 1,500 children have received medals to date.



Secretary Clinton gathers with children whose parents served at unaccompanied posts, top, and winners of the Foreign Service Youth Awards.

Post Honors LE Staff Contributions

When the staff of the U.S. Embassy in Tunis gathered in April to honor the memories of three colleagues killed in the terrorist attack on the U.S. Embassy in Beirut 27 years earlier, they also recognized the losses suffered by Locally Employed Staff at posts worldwide.



Tunisia

The Beirut attack killed 63, including 52 embassy employees, and injured 120. The victims included several LE Staff, including Mary Apovian, who needed numerous reconstructive surgeries but nonetheless later returned to work.

Speaking at the April ceremony in Tunis, U.S. Ambassador Gordon Gray said LE Staff “are just as vulnerable as American employees to violent attacks, as we have seen too many times in Beirut, in Kuwait, in East Africa and elsewhere.” He noted that most of the 224 victims of the 1998 bombings of U.S. embassies in Nairobi and Dar es-Salaam were Kenyans and Tanzanians.

“Like the Lebanese killed 27 years ago yesterday, they put themselves at just as much risk as their American colleagues,” he said. “For that, we honor them.” He called LE Staff the backbone of the State Department who, in times of need, have come from all around the world to volunteer to serve at Mission Iraq.

At a ceremony in Tunisia, Marine guards lower Old Glory to half mast to honor the sacrifices of the Department's LES members.



“We could not do our jobs without you,” he said. “You are integral members of our overseas community and are just as devoted to our mission as every other employee of the Department of State.”

LE Staff, who serve in nearly 265 posts, are posts’ sources of continuity, institutional knowledge and contacts.

Recently, Secretary of State Hillary Rodham Clinton lauded “our wonderful locally employed nationals, the staff that tells all of us what to do.” She said that as she travels, “I’m often introduced to our local staff members, some of whom have worked at posts for 30 or 40 or even 50 years.

“So, we are very grateful to you.”



New Dates for Art&Bookfair

For the first time in its 50-year history, the dates of the annual Art&Bookfair have been changed from those of past years. The sale of books and art in the Exhibit Hall of Main State, sponsored by the Associates of the American Foreign Service Worldwide, now begins Oct. 8 from 11 a.m. to 4 p.m. On that date, Department badge holders and escorted guests may enter the sale. The same group may also enter from 11 a.m. to 3 p.m., Oct. 12-15.

The Art&Bookfair is open to everyone, including the public, Oct. 9-11 and 16-17 from 10 a.m. to 4 p.m.

New Council Helps Employees Get Grounded

Human Resources Specialist Jason Williams started the CEP Council in March to assist Career Entry Program participants, promote the program's visibility, provide networking opportunities and encourage professional development for Civil Service employees, especially current and former CEP professionals.

The Career Entry Program is a two-year federal intern program designed to encourage qualified individuals to undertake Department of State careers and foster their professional development. Upon successful completion of the program, interns may be converted to career-conditional Civil Service appointments.

The program aims to provide participants with needed job skills and work experience through training courses and job rotations, which may be with other bureaus, within the same bureau or at overseas posts. Program coordinators help participants meet their requirements.

Although the CEP affords unique and exciting opportunities, it can present challenges for those new to working in the federal government. Williams, the CEP Council's chair, said he wanted the council "to create social networking functions so members can interact and share information, ideas and experiences."



CEP Council members include (rear from left) Jason Williams, Jacob Vellaccio and Jason Tolub. At front from left are Lana Chung, Jane Daly and Rebecca Packer.

Council Vice Chair of Development Jason Tolub aims to establish a CEP mentoring program, produce an informational booklet for new participants and promote CEP awareness. Vice Chair of Networking Margaux Herring creates group-cohesion events, such as the June volunteer activity at the Foggy Bottom Food Pantry where several CEP participants spent a Saturday morning filling bags of groceries for the needy. Vice Chair of Alumni Relations Jane Daly reaches out to former CEP participants for knowledge and insight. Vice Chair of Communications Jacob Vellaccio and his assistant Rebecca Packer help maintain the CEP Council's SharePoint site and other forms of communication.

Williams said CEP Council membership is open to all Department Civil Service employees, and the organization welcomes new members.

Renovated Marshall Center Reopens in Paris

The George C. Marshall Center in the Hôtel de Talleyrand in Paris reopened in May at a gala event featuring U.S. Ambassador to France Charles H. Rivkin, Under Secretary for Management Patrick F. Kennedy and Deputy Assistant Secretary for European and Eurasian Affairs Spencer Boyer.

They hosted 17 ambassadors from the countries that participated in the Marshall Plan, as well as donors, artisans who restored the center and scholars and film researchers

studying the Marshall Plan, the international effort to rebuild Europe in the wake of World War II. The center symbolizes international cooperation and highlights European and American political, economic and social history.

What is now the Hôtel de Talleyrand was built in 1767

as the private residence of an advisor to Louis XV. It later became the home of Napoleon's foreign minister and passed into the hands of the Rothschild family, which rented it in 1948 to the State Department for use as the Marshall Plan's headquarters.

The Department purchased the building in the 1950s, and in 1981 committed to its support and preservation. The building's facade and windows were restored by the mid 1990s, and in 1999 the Bureau of Overseas Buildings Operations' Cultural Heritage Program, under

the direction of Vivien Woofert, began raising funds to restore its interior.

The 10-year restoration effort consisted of research and painstaking work to bring the center's 10 rooms back to their original appearance. The restoration was done by 150 French artisans guided by specialists in historic décor and using expertise and craftsmanship from both sides of the Atlantic. More than 100 U.S. and French donors covered the \$5 million cost with private funding.

The Marshall Center will have a permanent exhibit on the Marshall Plan and is expected to become a meeting location for international scholars, artists and government and business leaders.



France





Clockwise from far left: In Bern, young volunteers dressed in American colonial outfits were joined by Marine guards; in Canberra, fireworks (left) and a surfboard display for youngsters (below) were celebration highlights; in Santo Domingo, Old Glory was recreated in balloons in a celebration display in the swimming pool at the Ambassador's residence.



Posts Celebrate Independence Day

Among the many posts celebrating Independence Day this year were the U.S. embassies in Bern, Switzerland; Canberra, Australia; and Santo Domingo, Dominican Republic.

At the U.S. Embassy in Bern, Ambassador Donald Beyer and his wife celebrated their Virginia roots by focusing on Thomas Jefferson, a Virginia planter. The grounds of the ambassador's residence were decorated to resemble a farmer's market of Jefferson's time, with stands serving food and displaying produce from the ambassador's garden. Several young people in colonial costumes greeted guests, and inside the residence there were tours and a short film about Jefferson. Susan Stein, curator of Jefferson's Virginia home, Monticello, spoke about Jefferson and the connection between American and Swiss values.

The event at the U.S. Mission to the Dominican Republic was attended by more than 700 guests, including Deputy Foreign Minister Juan Guilliani and Papal Nuncio Monsignor Jozef Wesolowski. The ambassador's residence was decorated with hundreds of flags; red, white and blue roses; balloons; and bunting, while guests mingled to the sound of smooth jazz performed by



musicians from the United States, Dominican Republic and Haiti. In a break with past years' celebrations, a joint color guard presented the colors.

Meanwhile, at the U.S. Embassy in Canberra, staff and their Australian and diplomatic guests attended an event with a "California Dreamin'" theme, reflecting Ambassador Jeffrey Bleich's home state. Though it was winter in Australia,

the more than 900 people in attendance—one of the largest such gatherings ever—felt summery due to the music of a Beach Boys cover band and the presence of a surf shack. There were also cutouts of movie stars and the famous Hollywood sign, 20 classic American cars and baseball batting cages. The menu featured hamburgers, chili dogs, fajitas, margaritas, vanilla milkshakes, Ghirardelli chocolates and California wine.

Ambassador Bleich welcomed guests, toasted the U.S.-Australian friendship and asked guests to remember and honor the ideals of the U.S. founding fathers.

In Canberra and Santo Domingo, national anthems were sung and the evening ended with spectacular fireworks displays.



U.S. Marshals Service Rewards DS Agents' Excellence

In May, at the 12th Annual International Fugitive Conference in Toronto, four Bureau of Diplomatic Security agents and staff members of regional security offices at U.S. embassies in Belize and Costa Rica received the Investigative Excellence award of the U.S. Marshals Service for helping return to the United States a murder suspect featured on the television show *America's Most Wanted*.

In September 2009, the RSO at the U.S. Embassy in Costa Rica learned from Costa Rican federal agents that a suspected U.S. fugitive was in that nation. An RSO investigation determined that the suspect was Patrick Brown, wanted for a murder in Massachusetts in 1995. He was also suspected as the getaway driver in the September 2009 murder of a Costa Rican federal agent by a drug gang, after which Brown had fled to Belize.

DS continued the investigation in Belize, and with help from the U.S. Marshals Service located Brown in southern Belize, where he was arrested by local authorities. In February, Brown was returned to the United States to face justice.



While visiting the job fair, Director General Nancy Powell, right, noted the "high level of satisfaction and camaraderie" at AIP posts. Powell, shown with Jay Anania, is a former U.S. Ambassador to Pakistan.

Joint Job Fair Highlights AIP Benefits

In answer to the Secretary's call for dedicated members of the Foreign Service and Civil Service to volunteer for positions in Afghanistan, Iraq and Pakistan, this year's job fair for these posts attracted numerous potential bidders.

The fair builds on other recent outreach efforts including a recruitment video for Afghanistan and Pakistan in which Ambassador Richard Holbrooke noted that civilian involvement is critical to our success there. "We need the best we can find," he said.

During the June Open House, Michael Corbin, deputy assistant secretary for Near Eastern Affairs, addressed the Department's need for a wider range of Foreign Service officers in Iraq as the U.S. military reduces its presence there. With the Department assuming multiple new programmatic and management responsibilities in Iraq as the military reduces its presence, he said now is an especially challenging, important and rewarding time to serve in Iraq.

Principal Deputy Assistant Secretary for South and Central Asian Affairs Geoff Pyatt described his experiences as principal officer in Lahore and noted the high level of attention the Department's 7th floor leadership is giving to the challenges in Pakistan and Afghanistan.

Jay Anania, executive director of the combined executive office of the sponsoring bureaus, South and Central Asian Affairs and Near Eastern Affairs, said the bureaus hold a combined job fair annually because the three nations attract similar bidders. Personnel are attracted by serving in a challenging post as well as the enhanced service recognition packages that include more pay, the option of securing a linked assignment, multiple R&Rs throughout the year of service and the possibility of family members remaining at certain overseas posts for a year, to minimize family disruptions.

The Department also advertises jobs for spouses and same-sex domestic partners who wish to accompany the employee to one of these three countries. Melanie Richards, one of NEA-SCA's program assistants specializing in matching up jobs with eligible family members, said numerous jobs are available—20 in Baghdad and 44 in Kabul—and they range from security escort and community liaison to working with the media and refugees. The bureaus said the call to service, coupled with the financial incentives associated with service in AIP posts, has attracted many of the Department's top-notch employees to volunteer for service in one of these posts.



HR Honors Staff

Director General Nancy J. Powell recognized the winners of group and individual awards, superior and meritorious honor awards, Franklin awards and quality step increases at the Bureau of Human Resources Awards ceremony in July in the Dean Acheson Auditorium.

STATE

MAGAZINE

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Letters should not exceed 250 words and should include the writer's name, address and daytime phone number. All letters become the property of *State Magazine*. Letters will be edited for length, accuracy and clarity. Only signed letters will be considered.

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Deadlines

The submission deadline for the November issue is September 15. The deadline for the December issue is October 15.

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What Is Your Conflict Style?

Conflict is constant in any workplace. This column will examine the styles of dealing with conflict. We all have one predominant style, and you need to be aware of yours. Some of us avoid conflict at all costs, while others thrive on it and actually use discord to get things done. Our styles are derived from childhood, family models and other learned responses. The good news is that if we are conscious of our style, we can adjust our approach to be more effective in the conflict at hand.

The **COMPETING** style is also known as forcing, directing or dominating. The focus here is on your needs and interests with low regard for your relationship with the individual with whom you are in conflict. “Competers” are often task-oriented and prefer to be in control. The advantage: Quick action, seizing the upper hand from less-aggressive non-competers. The disadvantage: It stops exploration of alternative solutions and prevents the creative

resolutions that are only available through dialogue and the exchange of ideas and information.

The **ACCOMMODATING** style is also known as harmonizing, obliging or smoothing. “Accommodators” put their relationship with the other person above the issue in question. This style may resolve conflicts quickly; however, resentment may also result. The advantage: Disruption is minimized or avoided, especially when the issue is not important to one side. The disadvantage: This style can also limit discussion of potential solutions arising through dialogue and the honest exchange of ideas and information.

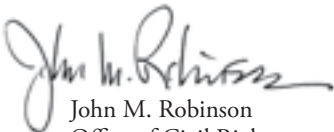
The **AVOIDING** style is often the approach of those who view conflict negatively. The advantage: Sometimes it is necessary to avoid the conflict at first to allow the parties time to cool off and reduce tension. “Avoiders” may gather more information and consider alternatives before having a confrontation. The disadvantage: This style is only a temporary solution to a conflict, which if left unchecked may persist or worsen.

In the **COMPROMISING** style, the arguing parties engage in tradeoffs with each other to find a middle ground in which they both give up something to gain something. The advantage: It creates an atmosphere of justice and transparency since both

sides gain and lose something. The disadvantage: It’s possible that neither party feels victorious since they have had to give something up.

The **COLLABORATING** style, also known as problem solving or cooperating, strives to find a balance between the needs of all parties. The goal is to find a “win/win” solution. This is probably the hardest style to implement because it requires a symbiosis to achieve a better solution than either party could have achieved alone. The advantage: Both parties end up feeling their interests and goals are met, and the relationship is maintained, sometimes even strengthened. The disadvantage: The technique usually takes more time and patience, since assertive communication, effective listening and creativity are required.

The next time you face a recognizable conflict, take a moment to assess the situation, then reflect on your natural tendency or style. If your style is not likely to yield optimum results, then make an educated and conscious decision about the best style for resolving the conflict. Good luck. ■


John M. Robinson
Office of Civil Rights

Picturing Democracy

IIP engages youth in a global conversation

/// By Lauren Monsen

The Bureau of International Information Programs has followed up its Democracy Video Challenge and “Democracy is...” Twitter contest with a Democracy Photo Challenge, which during July asked entrants to use photos to finish the phrase “Democracy is ...” The contest’s finalists were chosen by an independent jury, and the public voted on them online in mid-August, choosing 12 winners who will be announced on the United Nation’s International Day of Democracy Sept. 15 and have their photographs exhibited at the U.N.

The “Democracy is...” campaign is a public-private partnership to engage citizens in a global conversation about democracy. The program involves “reaching out to people who bring a wide range of skills to the table but who may otherwise never have engaged with us,” said Under Secretary for Public Diplomacy and Public Affairs Judith McHale.

“With their help, we are getting as many voices as possible into this conversation.”

The centerpiece of the program involves contestants making three-minute videos on democracy and placing them on YouTube, one of the campaign’s partners. Six winners have already been selected in Democracy Video Challenge 2010 (<http://www.videochallenge.america.gov/video.html>).

“We are constantly talking about this initiative as one of the shining examples of taking a new technology and innovating with it,” said YouTube Head of News and Politics Steve Grove.

Express Yourself

The campaign promotes self-expression, and contestants’ answers vary. Luk Szozda, the 2009 contest winner from Poland, made a 30-second animation using strong color and simple imagery to illustrate choice, freedom and tolerance. Terry Choden, the 2009 winner from Nepal, created a darker three-minute poem

that captures the promise of democracy as a work in progress.

The campaign is a forum where people share, consider and debate ideas.

“Freedom of expression is central to the very concept of democracy, as are recognition and respect for the diversity of perspectives that result,” said Maria Otero, under secretary for Democracy and Global Affairs. “The Democracy Photo Challenge embodies this spirit of sharing and listening by challenging people to show what democracy is in their lives through the lens of photography on the global forum of the Internet.”

IIP launched this media initiative, which aims to engage foreign audiences, by partnering with leading democracy and youth organizations, the film/entertainment and media industries and academia.

Global Credibility

“The partners bring a wide range of experience and global credibility,” said IIP Deputy Coordinator Jonathan Margolis. “They’ve also energized their

distribution networks to expand the reach of this dialogue.”

Since the initiative’s launch in September 2008, more than 3.5 million people have engaged in the conversation, and its Facebook community has grown to nearly 50,000—three-quarters of them under age 25.

U.S. diplomatic posts play a key role by hosting local competitions, working with universities and expanding their networks. More than 60 posts use “Democracy is...” tools to reach new audiences—even in low-bandwidth locations. In Ethiopia, which has extremely low Internet penetration, Fulbright scholar Caitlin Benedetto worked with young filmmakers to create low-cost online videos. The effort resulted in multiple submissions—and a winning video from Yared Shumete. The prize: an all-expenses-paid trip to the United States.

In September 2009 the winners met leading figures from government, entertainment, technology and the media in the United States. They also met Secretary of State Hillary Rodham Clinton.

“We want to keep the dialogue on democracy going forward,” Clinton told them. “This next generation of young people who are more connected, more able to communicate across oceans and boundaries will give new meaning and purpose to democracy. That is our hope.” ■

The author is a staff writer for IIP’s America.gov Web site.

DEMOCRACY IS...
YOUR VOICE. YOUR WORLD.

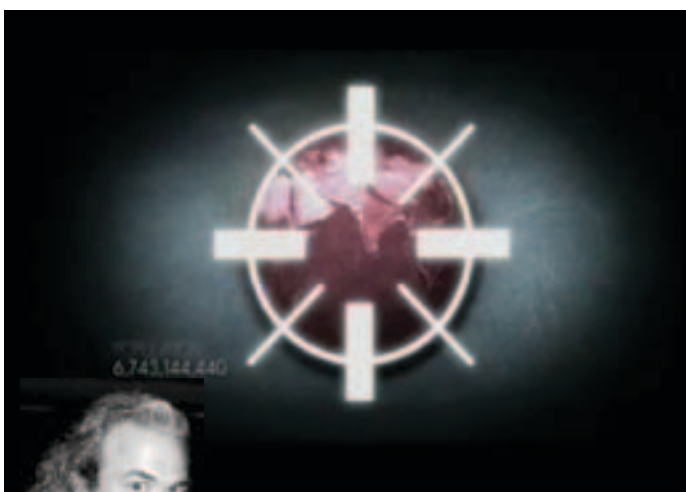




Africa
Yared Shumete (Ethiopia)



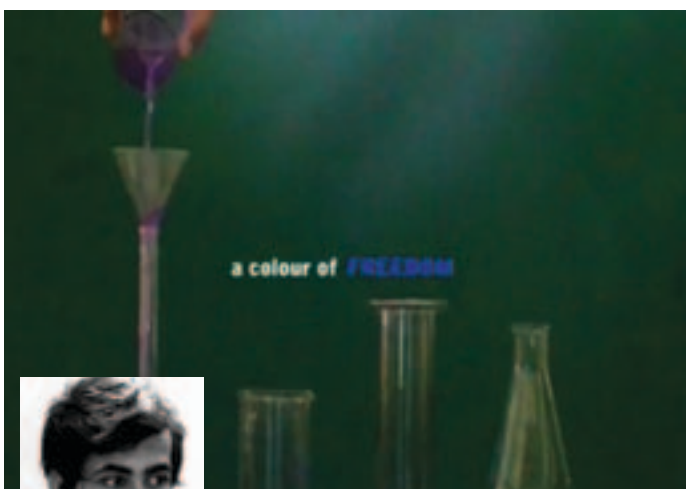
East Asia and the Pacific
Adhyatmika (Indonesia)



Europe
Joel Marsden (Spain)



Near East
Farbod Khoshtinat (Iran)



South & Central Asia
Anup Poudel (Nepal)



Western Hemisphere
Juan Pablo Patiño Arévalo (Colombia)

AMAZING RACE

Rural journey teaches FSOs Slovenian /// *By Christopher Wurst*

The graffiti was impossible to miss: “Stranger in a strange land,” painted on a train near ours as we pulled into Maribor, Slovenia, crossing the finish line of a language-learning exercise in which I, two Foreign Service colleagues and our instructor had traversed the county.

It wasn’t the message that caught my attention—it was that, after all we’d been through, the words were in English.

The immersion trip to learn Slovenian, with its unique dual case and 28 different ways to say “day,” brought us daily contact with Slovenians, who are fiercely proud of their language but so adept with English that they will use it, not their language, whenever they can show off their skill.

Challenging Journey

Thus, I hit upon the idea of the amazing race. My colleagues, incoming Political-Economic Section Chief Martin McDowell, Pol-Econ officer Kris Fresonke and I would travel the country’s length in two days on three separate routes, going through small towns and provincial areas off the beaten track. Along the way, we would each have to accomplish 50 tasks, ranging from seeking specific menu items in obscure places, to engaging café patrons about historical questions, to seeking out important landmarks.

All this, without English.

My sources to create the contest included Slovenian railway tables, to gauge realistic itineraries; travel guides; Web sites; and the Facebook community pages for several tiny towns. We planned to visit border towns, historical sites and places of economic interest but no tourist spots.

Fresonke started in Jesenice, a poor, industrial town with Slovenia’s greatest percentage of Bosnian refugees. Her first

assignment: Find Slovenia’s only mosque.

“I met the imam of the Slovenian Islamic Cultural Center, a shy and

somewhat embattled man whose first language is Bosnian,” she said. The mosque serves thousands of worshippers and has



The author straddles the border of Gorizia, Italy, and Nova Gorica, Slovenia



The beginning of the Amazing Race dawned cloudy. **Right:** The “stranger in a strange land” graffiti on a train in Maribor, Slovenia.



Slovenia’s only minaret, though it’s all of four feet tall. This, she said, may reflect the low profile Slovenian Muslims typically assume in their adopted country.

Later, after crossing the precarious “devil’s footbridge” over a flooding river in Škofja Loka, Fresonke found herself at a rooftop café in Kranj in an animated discussion with a group of Slovenian students, who were working on a class project about Walt Whitman.

She asked them what Slovenia’s best-known poet, France Preseren, would have thought of Whitman. “A great man,” said one, “the poet for the people.”

Bad Topic

Later in tiny Slovenska Bistrica, site of post-World War II civil massacres, she found no one in a pub would discuss the killings so they all talked soccer.

McDowell, an Alabaman, took the southern route, arriving by multiple trains after dark in Brežice. He said he was a bit nervous about finding his way and acquiring lodging, but broke the ice with some locals who were curious where he was from and had a great time.

“We discussed everything from economics to arms control,” he said. “I found Slovenians very knowledgeable about events outside their

country and curious to hear my views as an American.”

Later, he found most local stores and museums closed in the border town of Podčetrtek—it was the off-season—and went into a local gas station to wait for a train back and struck up a conversation with the young man at the cash register.

“We had a great time talking Slovenia-Croatian relations,” McDowell said. “He even called up a friend who delivered a bottle of the local wine just so we could sample it.”

Author’s Route

I took the middle route. I got a wake-up call on the train as it came into Nova Gorica, chose the wrong station exit and found myself lost on the Italian side of the border. There, I saw firsthand the tensions created when the town was split between the two nations after WWII.

In Laško, home to Slovenia’s largest brewery, I had given myself the unenviable task of ordering the competitor’s brand. “Are you sure?” asked my waiter, “Laško is on tap and comes in bigger glasses.” How could I resist?

A day later, this time on the Slovenian-Croatian border, I ended up getting a private tour of a castle in Ormož that housed a museum dedicated to Slovenia’s victorious 10-day war, which

precipitated the break-up of Yugoslavia.

The trip gave us a deeper, broader sense of Slovenia. We met people from every corner of the country, got a feel for sensitive regional issues, made friends we’ll meet again and sampled exquisite cuisine from tiny village kitchens.

“I went to Slovenia to practice my language skills,” Fresonke said, “but what I also got was greater fluency in its past.”

By the time we got to Maribor, we were no longer strangers in a strange land—and we didn’t feel like speaking English.

And when we took our language exams, we all passed on our first try. ■

The author is the incoming public affairs officer at the U.S. Embassy in Ljubljana.

Cup Runneth Over

The World Cup soccer competition, which ended in July in South Africa, was the first time the Cup was played in Africa and the first visit to South Africa for many Americans, who bought an estimated 150,000 tickets to World Cup matches, more than any nation other than South Africa.

To prepare for an influx of tens of thousands of U.S. soccer fans, consular staff in Cape Town, Durban and Johannesburg used the U.S. mission's World Cup Web site, sa2010.state.gov, and the Bureau of Consular Affairs' travel.state.gov Web portal to put out safety tips for South Africa. These advisories on the country's high crime rate, developing public transportation system, road safety issues, cold-weather and health issues were published in various forms. They included updates to CA's country-specific information sheet for South Africa, a World Cup fact sheet, a travel alert released before the start of the tournament, laminated emergency contact cards and videotaped messages from consular officers reinforcing safety concerns.

American Citizen Services staff at the three consulates general, with much assistance from the multi-agency Joint Operations Center at the U.S. Embassy in Pretoria, handled emergency cases during the World Cup. These included 36 stolen passports, 19 burglaries, 4 assaults, 3 armed robberies, an attempted carjacking, a shooting, a hiking accident that killed an American teenager and a hit-and-run that

left an American pedestrian dead and her brother in a coma.

Soccer Action

However, most Americans who came for the World Cup saw great soccer action and the spirit of South Africa's friendly people. The competition, staged in eight cities across the country and attended by more than three million fans, was the catalyst for national and continental unity and pride. As South Africans said when cheering their team, *Ke nako*. In Sesotho—one of South Africa's 11 official languages—that means "It's time."

Ambassador Donald Gips, a strong supporter of South Africa's capacity to host the tournament, said, "In many ways, the 2010 World Cup will portray South Africa favorably in front of a worldwide audience, and it will be an engine that drives South Africa positively into this new decade and beyond."

During the World Cup, the mission engaged in several initiatives to deepen its relationship with South Africa. For instance,



Embassy uses competition
to build South African ties ///

By *Tau Shanklin Roberts*
and *Doron Bard*



Clockwise from far left: 400 young South African children cheer Team USA at the open practice; the cup itself; face painting at the Stars and Stripes and Vuvuzelas Braai/Barbecue; Team USA joins in singing the national anthem; Ambassador Donald Gips gives a prize soccer ball to the winner of the "best fan attire" contest at the barbecue.



before Team USA's first match, against England, the public affairs office arranged an open practice where Team USA showed its skills and signed autographs for disadvantaged township kids. At the event, 400 young South African orphans and vulnerable children from Gauteng province joined the embassy community to watch and meet the players.

Sole Opportunity

For many of the children, this was their only opportunity to meet World Cup team players. Team USA members posed for photos,



signed shirts and vuvuzelas—the horns widely used by fans—and encouraged the youngsters to dream big and cheer for Team USA.

"This was an exceptional experience for these kids," said Anne Johnson, embassy information resource officer and a coordinator of the event. "They would probably not have the opportunity to attend a game, so seeing the U.S. players face-to-face, getting autographs and having their photos taken with the team was an absolute thrill for them. They were walking on air as they left the field."

After Team USA's 1-1 draw with England, the Consulate General in Johannesburg decided to hold a viewing party for the next match, against Slovenia.

"Heading into the second half, we were all a little bummed by our team's performance, but the second half had us all on our feet," said Cory McOmber, an embassy summer hire who attended the party, held for consulate contacts and friends. "The atmosphere was so electric that I forgot I was at the consulate."

Before Team USA's third match, against Algeria in Pretoria, the embassy hosted a pep rally for Team USA families and embassy staff featuring speeches by Ambassador Gips, US Soccer President Sunil Gulati and actor Drew Carey.

Noting the pageantry and passion for soccer on display around South Africa, Ambassador Gips said the tournament's sponsors "could not have picked a better place to host these games."

Team USA beat Algeria, 1-0.

Soccer Donation

Although Team USA was sent home by a loss to Ghana, US Soccer did not leave South Africa before donating more than 80 soccer balls to the embassy. The public affairs section gave the balls to the Dream

Fields Project, a local nongovernmental organization that will distribute them to soccer leagues at rural and township schools across the country. The Jo'Bulani balls are replicas of those used in the Cup's final match, won by Spain.

"Coming to South Africa this summer, I expected to see a few games and spend time with my parents, but I did not expect making a substantive difference in anyone's life," said Peter Talluto, an embassy summer intern who was in the group that distributed the donated balls. "These are more than balls, for these kids. For some, it is the closest they'll get to the World Cup; for others, they symbolized South Africa's and Africa's emergence into the international framework, which means a better life for themselves, their families and all South Africans." ■

Tau Shanklin Roberts is a Pickering Fellow at the U.S. Mission to South Africa. Doron Bard is country consular coordinator for South Africa.

Consular Transparency

Consulate General reaches out to Vietnamese /// *By Jillian Bonnardeaux*

This year marks the 15th anniversary of the establishment of diplomatic relations between the United States and the Socialist Republic of Vietnam, and last year the U.S. Consulate General in Ho Chi Minh City celebrated its 10th year of operation.

Against this backdrop, the consulate general decided to open its doors wide to the Vietnamese press and public in a series of outreach activities that included two consular open houses.

“As we celebrate the 15th anniversary of U.S.-Vietnam relations, consular outreach activities are essential to meeting the rising numbers of potential immigrants, businessmen, students and returned Vietnamese-Americans,” said Consular Section Chief Chuck Bennett. “Our outreach focuses on student applicants, as applicant numbers doubled this decade. Vietnam now ranks eighth worldwide among countries with students studying in the United States.”



Outreach Demystifies

Because Vietnamese government officials and other nations' diplomats in Ho Chi Minh City do not fully understand U.S. consular processes and regulations, the consulate general used the outreach to demystify those processes, highlight consular technologies and demonstrate transparency.

During the two open houses, the consulate general hosted nearly 60 guests. The first open house was for Vietnamese government officials and consulate colleagues from other nations. The second was for the Vietnamese press.

Given the unique nature and history of the U.S.-Vietnam relationship and the history of emigration from Vietnam to the United States over the past 35 years, immigration and consular issues are more sensitive in Vietnam than in many other countries.

The oral and online rumor mills are particularly active in a visa environment like Vietnam. Vietnamese people are generally wary of official information sources, but tend to trust a rumor, such as that of a coming cap on student visas.

Over the past two generations, the number of people of Vietnamese origin living in the United States has soared from almost zero to nearly two million. Most have come from southern Vietnam, which now includes the consulate general's consular district. This rapid growth in emigration has led to high demand for visa services, especially for immigrant visas, where petitions are filed for relatives abroad. The consulate general's IV unit is one of the busiest in the world.

NIVs Rising

As Vietnam's economy has grown, the demand for nonimmigrant visas has also surged. Increasing numbers of Vietnamese citizens can now afford travel to the United States for tourism, family visits, business and educational purposes.

As at other posts, visa fraud is a serious concern. However, by opening its doors to let colleagues see how all aspects of consular work are carried out, the consulate general helped build confidence that all services are rendered efficiently and fairly.

At the open houses, guests from 5 Vietnamese government agencies, 10 local consulates, 20 media outlets and other local contacts heard remarks by Consul General Kenneth Fairfax and Consular Section Chief Chuck Bennett and received tours by an entry-level officer and several Locally Employed Staff members.

The Consular Section's five units—American Citizen Services, Nonimmigrant Visas, Immigrant Visas, Fraud Prevention and Information—offered presentations, engaged in role playing and mock interviewing, and conducted hands-on exhibits. At the fingerprinting station, guests had their prints scored for quality and were shown how the prints can be used to protect against fake documents and photos. They were also shown the electronic DS-160 NIV application.

Guests' Visas

At the end of each presentation, guests received a personalized "visa" from the unit and then attended a reception and press conference.

Public Affairs Officer Kit Norland said local government officials expressed surprise that the

U.S. government officials permitted outsiders into the consulate and discussed fingerprint and facial recognition technology so openly.

"All of the Consular Section's outreach efforts have been well received, including participation in web chats at leading newspapers," she continued. "Reporters were especially enthusiastic about the openness and transparency of the open houses and hoped it would not be long before the consulate opens its doors again." ■

The author is a vice-consul at the U.S. Consulate General in Ho Chi Minh City.



Top: Assistant Regional Security Officer-Investigator Hien Nguyen, center in blue, and Senior Fraud Prevention Investigator Le Ha Thi Mong Kieu, right, help guests identify fraud in photos submitted during visa interviews. **Above:** Information Team Assistants Ha Thi Phuoc Khanh, Le Vinh Thi Thuy and Nguyen Thi Khuong Chi insert "visas" in guests' passport books. **Left:** Fraud Prevention Unit Manager Nikk Sookmeewiriya, pointing, and Senior Fraud Prevention Investigator Le Ha Thi Mong Kieu show guests fraudulent documents that were submitted as evidence during visa interviews.



Gem of Tangier

For the better part of two centuries, American diplomacy in Morocco was conducted from a collection of buildings in Tangier's medina, or walled inner city. This historic place still exists, long after diplomatic relations moved to the capital, Rabat, and is now home to the Tangier American Legation Institute for Moroccan Studies, TALIM.

TALIM is a cultural and conference center and research library, a museum, art gallery and venue for literacy, language and life skills classes for the women of the medina. To the people of northern Morocco, TALIM is still known as is the "old American legation" on Rue d'Amérique, with its own entrance through the ancient walls of the medina.

Long History

A century ago, Tangier was Morocco's designated city for foreign diplomatic representation. The legations of the United States and other world powers maintained contact through the mandoub, the Sultan's representative in Tangier. For more than 40 years in the mid 20th century, a city council of foreign diplomats administered Tangier's International Zone. The movie "Casablanca" reflects Tangier during World War II, when the precursor to the Central Intelligence Agency set up shop in the legation.

Even earlier, in 1910, Maxwell Blake began his 30-year posting as consul general at the American Legation. Blake gave the legation buildings the look they possess today—and what a look that is. Boston University professor Dr. Diana Wylie, in her forthcoming book about the legation's history seen through its art and map collection, summed it up with one word—"enchantment."

The only U.S. National Historic Landmark located outside the United States, the legation is the oldest continuously occupied American diplomatic property. The facility has been designated by the Cultural Heritage Program of the Bureau of Overseas Buildings Operations as its first Culturally Significant

Historic facility still serves U.S. diplomacy

By Gerald Loftus

Property. Program head Jim Wenzel said the site is so significant that he commissioned an experts' report on its essential renovations.

The legation was given to the United States by Sultan Moulay Suleiman in 1821, reflecting Morocco's recognition of U.S. sovereignty in 1777—during the American Revolution. The legation was a witness to the waning of the Barbary Wars, Spanish and French colonization, Tangier as an international zone and Morocco's independence in 1956.

After a period as the site of the U.S. Consulate General in Tangier, the "Old Legation" building housed the Foreign Service Institute's Arabic language program and became a Peace Corps training center for Morocco.

But by the early 1970s, the future of the historic site was in doubt. Spurred into action by the oncoming American bicentennial, a group that included former diplomats and U.S. ambassadors to Morocco, academics and returned Peace Corps volunteers formed a foundation that saved the legation and embarked on its restoration. To give Washingtonians an idea of the legation's scale and beauty, the Diplomatic and Consular Officers, Retired (DACOR) Bacon House in June 2010 put on display the legation's massive 189-year-old cedar gate.

Today, as TALIM, the legation houses the research center in Morocco of the American Institute for Maghrib Studies, which promotes Moroccan and American scholarship and hosts researchers from the five countries of North Africa. Every summer, TALIM and the American School of Tangier host an AIMS-administered intensive Arabic language course for American university students, part of the Critical Language Scholarship program of the Council of American Overseas Research Centers.

Long Association

When he recently completed 19 years as director of the legation, retired Foreign Service officer Thor Kuniholm and his wife Elizabeth were honored by U.S. Ambassador to Morocco Samuel Kaplan during a farewell reception in May. The event was attended by a large number of people who had been touched by the Kuniholms' long years of service.

Though he had met royalty and high-level leaders during his Tangier years, Kuniholm said that some of the people dearest to his heart were the women of the medina, the legation's neighbors. TALIM—"education" in Arabic—has been organizing literacy classes for years, and its educational outreach to the medina now includes foreign language, sewing, cooking and handicraft instruction.





Clockwise from left: Professor Diana Wylie examines the galley proofs of her book, *Enchantment*; A fountain stands at the center of the legation's courtyard.; Thor Kuniholm relaxes at the legation's July 4th celebration; English Access Microscholarship Program students visit the legation.



It is now my challenge to continue this legacy and maintain this unique example of American citizen diplomacy. As TALIM, the legation remains integrated into its urban environment, proud of showcasing the myriad ways that Moroccan-American relations developed over the years and eager to involve young Maghribi and American scholars in this living example of people-to-people diplomacy. My blog on life at the legation is at <http://www.TALIMblog.org>, and TALIM's Web site is <http://www.legation.org>. ■

The author, who served in several North African posts during his 1979-2002 Foreign Service career, has been TALIM's director since July.



Seeking Stability

Two Youth Enrichment Program participants take advantage of the calm to discuss politics and culture.

Recent news stories on Somalia—on the epidemic of piracy off the Somali coast or the violent uprising against the Transitional Federal Government—all seem to end with: “Somalia has been without a functioning government for 18 years.” Under the direction of U.S. Ambassador to Kenya Michael Ranneberger, a group of officers at the U.S. Embassy in Nairobi is working to help Somalia address the causes of nearly 20 years of chaos in Somalia and achieve peace and stability.

Somalia is the size of Texas and has an estimated population of eight million people. It is situated at the physical and cultural crossroads of Africa and the Middle East and flanked by Kenya, Ethiopia, Djibouti, the Indian Ocean and the Gulf of Aden. Although located in Africa, a common faith—Islam—as well as cultural and trade ties cause most Somalis to identify as much with the Arab world as with their African neighbors.

Unstable Situation

Since 1991, there have been at least 14 attempts to reestablish a functioning national government in Somalia. Although a product of the nation’s 2008-2009 reconciliation process, the TFG controls just parts of the capital, Mogadishu, and is challenged by a terrorist group, al-Shabaab, and an array of clan-based and Islamic extremist militias with strong support from outside forces.

The nation’s chaos and environmental factors have produced more than one million internally displaced persons, while nearly 300,000 refugees are housed in refugee camps in northeast Kenya and Ethiopia. Somalia has some of the lower life expectancy and literacy rates in the world, approximately 49 years and 38 percent, respectively.

While Somalia is the quintessential failed state, there is cause for optimism. The United States leads the world in humanitarian assistance to Somalia and has stepped up diplomatic efforts to promote peace and stability and root out extremism. The United States has strongly supported the peace negotiations launched in 2008 to reconcile the government and an alliance of opposition groups, which led to formation of the TFG in January 2009.

For the first 16 years following the 1991 closure of the U.S. Embassy in Mogadishu, engagement with Somalia was conducted from Nairobi by a Somalia watcher. Since early 2007, the Department has added four additional officers and two Locally Employed Staff to this Somalia Unit, which includes a senior counselor for Somalia Affairs, two political officers, a public affairs officer and a political-economic officer, all reporting to Ambassador Ranneberger. The unit coordinates closely with an interagency working group in Nairobi and other embassies in the region.

Unit works for peace in Somalia /// *By Mark Zimmer and Jon T. Tollefson*

Extensive Contacts

The unit's work is often dictated by the fast-breaking nature of events in Somalia. The restriction on travel to Somalia—Department officers can visit only under exceptional circumstances—presents challenges, but the unit's staff meets with its extensive network of contacts as they pass through Nairobi and keeps in touch via other means of communication. Cell phones work extremely well in Somalia, facilitating daily contact with TFG officials.

The unit also uses a variety of public diplomacy activities

to reach out to Somalis inside Somalia and throughout the Horn of Africa, and works with a range of actors in the international community, including the United Nations and African Union, to coordinate and optimize its efforts to assist the TFG in achieving national reconciliation.

The unit's successes include helping prevent a security vacuum following the January 2009 withdrawal from Somalia of Ethiopian troops and fostering regional antipiracy cooperation, including the four-point plan proposed by Secretary of State

Hillary Rodham Clinton in April 2009 in the aftermath of the Maersk Alabama hijacking. The unit also follows political developments, including elections, in the semi-autonomous regions of Somaliland and Puntland, and has since May 2009 helped the TFG diplomatically in repelling an offensive by its opposition.

The highlight of its work in 2009 was the historic meeting between Secretary Clinton and President Sharif in Nairobi, the first between a TFG President and a U.S. Secretary of State. Secretary Clinton used the meeting and the subsequent press conference to reiterate U.S. support.

'Best Hope'

Somalia's government, she said "is the best hope we have had in quite some time for a return to stability and the possibility of progress in Somalia."

The Somalia Unit works closely with the Somalia

team of the U.S. Agency for International Development at Mission Nairobi. USAID seeks to help Somalia gain peace, improve governance and basic health and education services, but because of the dangerous conditions, USAID directs most of its assistance to meeting Somalis' day-to-day survival needs. Of the \$430 million in humanitarian and development assistance provided to Somalia in fiscal years 2008 and 2009, \$337 million was emergency food aid and \$68 million was non-food emergency assistance.

These issues and others provide a constant stream of fascinating and important work for all members of the Somalia Unit, efforts the unit hopes will one day be capped by the reopening of a U.S. embassy in Mogadishu. ■

Mark Zimmer is the Somalia Unit's public affairs officer and Jon T. Tollefson is a public affairs officer in the Bureau of African Affairs.



Right: Somali students participate in computer instruction during the Youth Enrichment Program. **Below:** Gathered with Somali Parliament member Asha Haji Elmi, third from left, are from left Mark Zimmer, public diplomacy officer; Bob Patterson, counselor for Somalia; Jessica Davis Ba, political/economic officer; and Joe Trimble, political officer.





Post of the Month



The Roman Theater at Sabratha overlooks the Mediterranean Sea and is a favorite destination for both local people and tourists.

Tripoli

Libya's 'Bride of the
Mediterranean'

/// By Josh Baker

The Islamic Call Mosque in Algeria Square, formerly an Italian cathedral, is emblematic of today's Tripoli, combining the country's rich history with contemporary values.



Above: Ambassador and Mrs. Gene Cretz enjoy the spectacular desertscapes of the Great Sahara in southern Libya. **Above right:** Pedestrians walk down a narrow street in a traditional Tripoli neighborhood.

Known throughout the centuries as the “Bride of the Mediterranean,” Tripoli has long been a crossroads of civilizations and a prize sought by Mediterranean powers. The Phoenicians, Greeks, Carthaginians, Romans, Vandals, Byzantines, Arabs and Ottomans all counted Tripoli, with her lapis waters and white sand beaches, among their most significant possessions. Each civilization left its indelible mark on the city and the psyche of its people.

The towering Marcus Aurelius Arch, the Ottoman Saraya fortress and the intricate mosques of the old quarter are testaments to the importance of the city to the Mediterranean and Islamic world. Located on the Mediterranean coast, Tripoli was one of a string of Phoenician trading posts that developed into some of the most advanced cities of their day. Following the Punic Wars, Rome gained possession of all of the Phoenician North African possessions and renamed the city Oea and the region Tripolitania. With its grapes, olives, grains and wild animals, it became the breadbasket of the Roman Empire. It was also the principal source of and a major thoroughfare for slaves to all corners of the empire.

Libya is an archaeologist's dream come true. The Roman ruins at Sabratha and Leptis Magna are without parallel anywhere in the world. The U.S. Embassy in Tripoli is working closely with the Libyan government to preserve the country's rich history. A 2010 Ambassador's Fund for Cultural Preservation grant will improve the comprehensive management of collections of art works and artifacts at the archaeological museum at



Cyrene, a UNESCO World Heritage site. The effort will entail thorough inventory, documentation and assessment of conservation needs and training of staff at the regional Department of Antiquities in modern museum collection management practices.

The Shores of Tripoli

The Marines' Hymn, the oldest official U.S. military song, lionized the exploits of the first Marine action overseas. The second section of the line “From the Halls of Montezuma to the Shores of Tripoli” refers to the First Barbary War and specifically the Battle of Derna in 1805, when American forces under the leadership of the former U.S. consul in Tripoli raised the U.S. flag in victory for the first time on foreign soil.

(LEFT) DAVID BRADFIELD; (RIGHT) ALLISON LEE; (OPPOSITE PAGE TOP) JASMIN MOY; (BOTTOM) DAVID BRADFIELD



Top: A traditional Libyan dinner of grilled vegetables and chicken becks. **Above:** The American flag was raised over the embassy for the first time on May 13. **Below left:** The Saraya Al-Hamra Castle in Green Square is an imposing landmark in Tripoli's old city. **Right:** Assistant General Services Officer Faybein Moy, left, and embassy phone operator Eman Tajouri celebrate "Embassy Unification Day" in December 2009, when all mission sections and agencies were moved into one compound.

Today, the Defense Attaché's Office is cultivating a growing relationship with the Libyan military. Cooperative programs have included military leadership visits and exchanges, working-level discussions with U.S. Africa Command staff, familiarization trips to U.S. military facilities, International Military Education and Training programs, a U.S. Coast Guard ship visit and technical advising for Libya's C-130 transport aircraft fleet.

Additionally, the U.S. Embassy in Tripoli is working with the Libyan government to renovate the U.S.-Libyan Cemetery on a bluff overlooking Tripoli harbor. It is the final resting place of servicemen who died here in the First Barbary War. The Libyan Department of Antiquities is sourcing materials that match those used in the original construction, including hinges from Turkey for the cemetery's gates, local limestone to rebuild the cemetery's outer walls and tiles to recover gravestones that have suffered from years of neglect and exposure to the strong North African sun. The Libyan government recently placed the cemetery under its protection by designating it a site of significant cultural heritage.

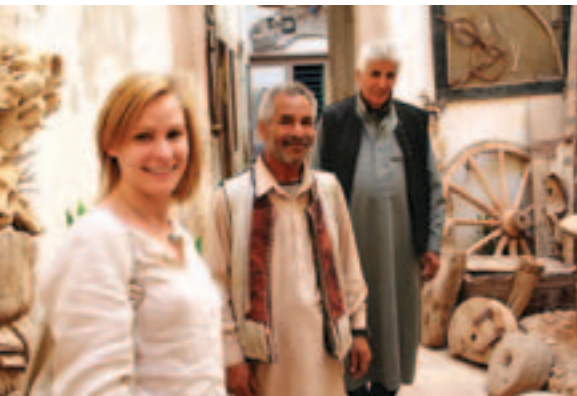
The New Libya

When the Kingdom of Libya gained its independence in 1951 under King Idris Sanusi, it was considered to be among the poorest countries in the world. That all changed with the discovery of oil in 1959. Libya, and in particular Tripoli, saw an economic explosion with average annual incomes increasing from \$25 to \$2,000 in less than 10 years.

Throughout the 1980s and 90s, Libya existed almost in a time warp. The devastating effects of sanctions and global isolation stopped nearly all infrastructure development. In striking contrast, Libya today is booming, with constant roadwork and myriad new construction projects led by Korean, Chinese, Turkish and Brazilian companies. Investment in infrastructure alone has topped nearly \$80 billion.

American companies have returned in large numbers, focusing on infrastructure development, consulting and program management, and the oil and gas services industry. In February, the embassy hosted the first U.S. government-led trade mission to Libya in nearly 40 years, with participation by 25 U.S. companies specializing in energy, infrastructure, health care, telecommunications, transportation and other key economic sectors. In May, the United States and Libya signed a bilateral Trade and Investment Framework Agreement, which will pave the way for closer engagement on commercial issues.





A U.S. education has once again become a highly prized objective. The Libyan government is sending 1,500 graduate and doctoral candidate students to the United States on scholarships, and the embassy is facilitating scholarships and training programs for more than 200 Libyan students and professionals. English is widely understood in the major cities despite a significant period in the recent past in which all English-language education was stripped from the national school curriculum and possession of English-language magazines or books was a punishable offense.

Top: From left, Political-Economic Chief Natalie Baker, Pol-Econ Section Office Management Specialist Erin Cederlind, Assistant Regional Security Officer Jonathan Poole and Cultural Affairs Officer Jared Caplan enjoy an afternoon at the Great Saharan Oasis of Ghaberoun. **Above:** Anna Linvill, a teacher at the American School of Tripoli, tours the Benghazi old city. **Right:** Libyan boy scouts rest during a tour of the Roman city Leptis Magna.

The U.S. Embassy

The recent warming of bilateral relations comes against the backdrop of a long and complicated relationship. After the withdrawal of the last U.S. ambassador in 1972 and all remaining U.S. government personnel in 1979, the United States and Libya experienced a nearly 40-year break in relations. A direct diplomatic presence officially resumed in 2004 with the arrival of U.S. personnel at the U.S. Interest Section in Tripoli, which was then upgraded to a Liaison Office. The first U.S. Embassy was opened inside the Corinthia Bab Afriqiyah Hotel, occupying several floors, in mid-2006. On Dec. 27, 2008, Ambassador Gene A. Cretz became the first U.S. ambassador in 36 years to assume duties in Tripoli.

The embassy is now located in a residential neighborhood. An Overseas Buildings Operations project is transforming a series of villas into a temporary embassy compound until a new compound site is identified and approved.

Operations are quickly normalizing: The embassy's first landline telephones were installed this year, and the consular section now offers full nonimmigrant visa processing and American citizen services in a state-of-the-art facility. Almost 7,000 visas have been

issued since nonimmigrant visa operations began in April 2009.

Political-economic section Office Management Specialist Erin Cederlind recalled the emotions she felt while seeing the U.S. flag rise over the embassy on





Weathered pillars stand like silent sentinels in the Roman city of Sabratha.

May 13, 2009, for the first time in several decades, in an article for the embassy's newsletter, "The Tripoli Tales:"

With hands on our hearts, listening to a recording of our national anthem, the flag was slowly raised and began to flutter in a gentle breeze. Everyone was absolutely silent; you could feel a collective sense of awe go through the crowd. As it reached the top and the anthem ended, the cheering and applause began. Before long, the logistics of the event continued, the press did interviews, photos were taken, people went back to their desks, but for the rest of the day there seemed to be a glow on everyone's faces.

Souks and Beaches

It is not easy setting up a new mission, but Embassy Tripoli employees still find time for fun. In addition to bargaining for antiques in the souks of the old quarter, staffers usually head to the gorgeous beaches near Tripoli on weekends. Archaeological tourism is popular; Libya is home to some of the most impressive Phoenician, Greek and Roman ruins in the world. Desert tourism to Tuareg outposts in the South such as Ghat and Ubari offers Saharan lakes, pre-historic rock art and a glimpse of caravan routes that have changed little in hundreds of years.

Recreation options include tennis courts, a stadium for jogging and walking and a "sand" golf course. Those needing a real break can quickly fly to Tunis, Malta and points further afield in Europe. ■

The author is the public affairs officer at the U.S. Embassy in Tripoli.

At a Glance >>>

Libya



Capital: Tripoli

Government type: *Jamahiriya* (a state of the masses) in theory, governed by the populace through local councils

Area: 1,759,540 sq. km.

Comparative area: Slightly larger than Alaska

Population: 6.3 million

Official languages: Arabic; Italian and English are widely understood in the major cities

Religions: Predominantly Sunni Muslim

GDP-per capita: \$14,200

Export commodities: Crude oil, petroleum products and natural gas

Export partners: Italy, Germany and France

Import commodities: Machinery, semi-finished goods and food

Import partners: Italy, China and Turkey

Currency (code): Libyan dinars (LYD)

Internet country code: .ly

Source: Country Background Notes



Challenges Aplenty

Consular work is always unpredictable, and that's particularly true at the U.S. Embassy in Colombo, Sri Lanka, where Immigrant Visa Supervisor Dilukshi Ravindran once came to work in 2003 to find a local investigator escorting most of the section's local staff out of the embassy.

Both the consular associate and management officer had been arrested for visa fraud.

The arrests of two Americans and the dismissal of most local staff left the embassy reeling. Dilukshi said subsequent days were chaotic, with long lines of visa applicants and American citizens, and new management procedures to prevent further malfeasance. The new rules meant it took longer for replacement local staff members to learn to work together as a team.

"It took time for us to train new staff members and overcome a difficult period, but after a few months, the section was running like normal again and we began to function as a team," Dilukshi said.

However, overcoming consular malfeasance has been only one of the many challenges the section faced.

Disaster Strikes

On December 24, 2004, when the Indian Ocean tsunami left more than 35,000 dead and displaced hundreds of thousands of Sri Lankans, the consular section set up a command center to help Americans caught up in the devastation.

"Most Americans arrived at the embassy in only a T-shirt and shorts," said Anusha Fernandez, the

nonimmigrant visa supervisor. "They didn't have shoes or any other belongings with them, and they were, of course, frightened and shocked."

While seven Americans in Sri Lanka lost their lives to the tsunami, Embassy Colombo's consular section worked efficiently to promptly issue emergency passports and help Americans travel home safely.

Until recently, the embassy has also had to confront the difficulties of working in a country plagued by civil war. The 26-year conflict between the government and the Liberation Tigers of Tamil Eelam ended in May 2009. Security restrictions throughout the country have since significantly decreased, and in June the Bureau of Consular Affairs, in conjunction with the

Consular section fights fraud in Sri Lanka /// *By Kathryn Bondy*

embassy and its consular section, lifted the long-standing travel warning on Sri Lanka. This opened the door for Americans to travel to Sri Lanka with less concern for their safety.

"More and more Americans are traveling to the North and East, thanks to the lifting of the travel warning," said Suneth Wijeratne, an American Citizen Services clerk at the embassy. "This is a positive step forward for Sri Lanka."

Outreach Expands

In this improved security situation, the embassy's Immigrant Visa section is eager to expand its outreach efforts for the Diversity Visa lottery program into regions of Sri Lanka that were previously difficult to visit. The section plans to send representatives to Jaffna, a town in the northernmost part of Sri Lanka that was ravaged by war. The embassy has seen DV applicants from Jaffna before, but Consul William R. Dowers said he expects the outreach will generate

a significant increase in the number of DV lottery applicants from this area.

"We're excited to conduct travel to a new part of the country that we haven't been to before," Dowers said. "We're hoping to connect with Sri Lankans who are not as familiar with the DV lottery program."

The decreased security restrictions also will make it easier to conduct DV outreach programs and provide American citizen services in eastern Sri Lanka, which was heavily affected by the civil war.

Today, Embassy Colombo's consular section maintains tight security to prevent visa fraud and regularly brainstorms on improving procedures and operations. Weekly section meetings often deal with improving processes and providing new opportunities for learning. Local staff members enjoy eating lunch together,

and boosted morale and camaraderie by bowling together on Consular Leadership Day.

"The key to our success is that we work together well," said Nirlojani Anuragavan, an immigrant visa clerk. "We function as a team."

"More and more Americans are traveling to the North and East, thanks to the lifting of the travel warning."

The end of the long conflict in Sri Lanka opened up avenues for change, and the consular section is prepared to embark on new challenges—as a team. ■

The author is a vice consul at the U.S. Embassy in Colombo.

Members of Embassy Colombo's consular section include, front row from left, Nirlo Anuragavan, Suneth Wijeratne, Srinatha Malalasekera and Anusha Fernandez; and back row from left, Dilu Ravindran, Claire Breedlove, the author, Reb Dowers, Charles Daniel and May Wang-Anderson. Not shown is Sanjeeva Gammanpila.





The author speaks to a group of Chinese students.

Virtual Bridges

When Secretary Hillary Rodham Clinton last year announced the creation of the Virtual Student Foreign Service program, under which American college and university students can work with U.S. embassies without leaving their campuses, the U.S. Consulate in Shenyang, China, quickly responded.

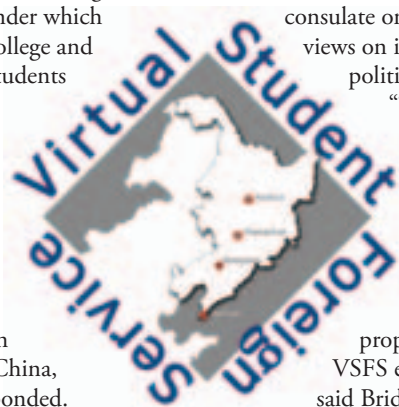
The consulate, one of 50 posts to submit proposals for

the program, now has a virtual team made up of three students in the United States and three in China who connect to the consulate online to share views on international politics and culture.

"The VSFS program could really be implemented at any post, and I hope all posts consider submitting

proposals for VSFS eInterns," said Bridget Roddy,

VSFS Program Manager in the Bureau of Information



Resource Management's Office of eDiplomacy. "Some of the other proposals from last year included leveraging new media tools to understand election trends in Iraq, researching women's equality issues in Malta and creating environmental and conservation curricula in Pakistan. While the VSFS program is managed domestically by eDiplomacy, posts overseas have the flexibility to decide how best to use the skills an eIntern can offer to meet a posts' unique needs."

Everyday Diplomats

In a key project called

Everyday Diplomats, the students use the Internet to find citizens in both countries who are making a difference in their communities by transforming lives through service. The students contact these potential everyday diplomats, interview them via Skype and discuss the interviews among themselves, using such online technologies as file sharing, Google chat and group discussions. More than 75 interviews are posted on the VSFS Shenyang Facebook page and the Web site Diplomight.us (<http://diplomight.us>), which was created using Apple's iWEB publishing program. Each student has his or her own blog.

Program connects U.S., Chinese students /// *By Brandon Jovan Jackson*



Above: The author meets with VSFS Chinese students at the U.S. Consulate in Shenyang's July 4th celebration. **Right:** Faces of participants adorn the Web site used as a nexus by the VSFS program.

The Shenyang program has highlighted the experiences of students and female leaders, as well as leaders of nongovernmental organizations and environmental groups in the United States and China. For the 40th anniversary of Earth Day in April, the students interviewed 40 people—from academics and environmentalists to construction workers and street cleaners—to hear their views on the environment.

One of those interviewed was Huang He, director of Huang He Psychological Counseling Center in Dalian, which has provided more than 3,000 consulting sessions for free to orphanages, senior citizen homes and social welfare agencies. Huang said the Everyday Diplomats project is a new concept for Chinese people and could help shape the image of China and the world's understanding of its citizens.

"I think it's a wonderful idea for college students to know what people are doing in different countries," said Nadene Swartzentruber Brunk,

a nurse in Hanover, Md., and founder of the aid organization Midwives for Haiti. "It will be inspiring to all students who want to be part of something that will make a difference. It's encouraging to know that young people in China and in the United States are concerned about these things."

Varied Backgrounds

The program's three U.S. students come from a variety of backgrounds and say they have learned much from the program.

University of Texas student Sandra Feng, who is fluent in Chinese and interned at the consulate in 2009, said cooperating with Chinese students in planning and organizing the project gave the team common goals and helped members understand each other and work productively.

Howard University senior Chantel Bennett, who is majoring in psychology and works as a Stay-in-School intern at the Bureau of Overseas Buildings Operations, said

she knew little about China, the Foreign Service or what a diplomat does before joining the program. She said she's still no expert, but knows significantly more about U.S. diplomacy toward China due to her interactions with the American and Chinese students.

Another student, Monica Kang, a recent graduate of Boston University, is now interning at the U.S. Mission to the United Nations in Geneva. She said the Shenyang program's virtual Web site was just a building block to develop a strong interest and dedication to the people and nation of China.

The VSFS program in Shenyang has created a virtual platform that fosters bilateral communication and



community activism. It puts modern technology to use to connect young people in the United States and China, building bridges that will empower and inspire and perhaps draw a few into Foreign Service careers. To learn more about the program and how to participate, contact Bridget Roddy at VSFS@state.gov. ■

The author, a first-tour Foreign Service officer, manages the VSFS program in Shenyang.



Office of the Month

Keeping Watch

INR Office keeps Department in the know /// *By Antoinette Hurtado*





Gathered with Secretary of State Hillary Rodham Clinton and INR Watch Director Scott Dean, seated, are INR Watch and Operations Center staff, including, from left, Ed Dunn, Brian DaRin, Jeff Adler, Jane Rhee, Antoinette Hurtado, Long Nguyen and Eric Morin.

Former Secretary of State Dean Rusk once said, “At any moment of the day or night, two-thirds of the world’s people are awake, and some of them are up to no good.”

That quote, on a wall in the Bureau of Intelligence and Research’s Watch office, reflects that one of the INR Watch’s primary roles is to alert the State Department to activities of the world’s troublemakers.

The INR Watch is the Department’s 24-hour, seven-day-a-week nerve center for monitoring and briefing incoming intelligence. Whether the intelligence consists of a reported threat to a U.S. embassy, a disturbing missile launch or what a foreign official might say in a meeting with Department principals, INR Watch officers ensure it reaches the right people on time.

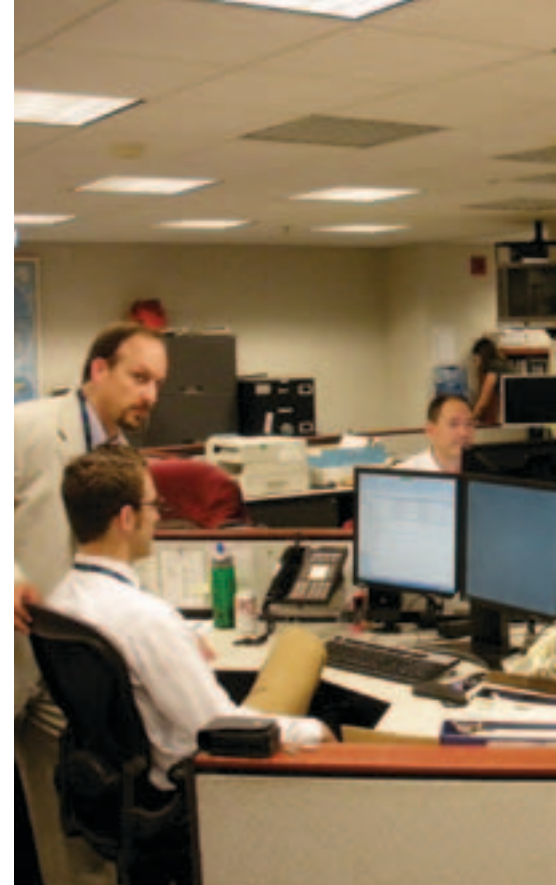
Essential Link

The INR Watch is “the essential link, ensuring that intelligence informs foreign policy decisions no matter the hour,” said John Dinger, principal deputy assistant secretary for Intelligence and Research.

It’s also a good place to gauge the Department’s pulse, said INR Watch Officer Chris Allison.

“It’s a good top-down view of the Department and offers a rare glimpse of what the leadership is thinking about, what our priorities are and how the whole apparatus fits together,” he said.

Two officers normally stand duty on the INR Watch and may act for INR and the intelligence community in a crisis. One is



stationed with the Department’s Operations Center and monitors and distributes incoming intelligence to INR analysts. That officer is the first Department employee to see incoming intelligence and must decide whether an item warrants alerting the Operations Center and Department principals. After hours, the officer may personally present critical information to the highest-level officials of the Department.

The other officer, the current intelligence officer, works in the Watch’s main office on the 6th floor of the Harry S Truman Building preparing intelligence products daily for 7th floor principals, distributing intelligence to bureaus and handling special requests. Watch



INR Watch Officers start the evening shift by monitoring four computer systems for incoming intelligence that they will distribute to seventh-floor principals.



Top: The INR Watch is a hub of activity.
Bottom: INR Watch Officer Jeremy Beck shares a breaking intelligence report with Operations Center Senior Watch Officer Dana Banks.

Officer Pam Sheler has served for years as daytime CIO and said this means she ends up meeting every new INR employee. Watch Officer Pete Pierce has long served as the CIO on overnight shifts and said he plays an essential role distributing intelligence to Department principals.

Night Owl Notes

Watch officers write the Night Owl Notes, a summary provided each morning on non-holiday weekdays that includes the most important overnight and weekend intelligence items. After their approval by the Watch director, the Notes go to the Secretary of State, other Department principals and senior officials in other agencies, such as the Director of National Intelligence.

When INR Watch officers recently visited the White House Situation Room, they learned that the President's national security advisor insists that his morning briefing materials include the Night Owl Notes.

Drafting materials for the Secretary is a high-stakes venture and requires complete accuracy. Years ago, the Notes were suspended for months after an officer wrote one inaccurate summary. Watch officers must master rigorous intelligence community and INR writing standards.

"Our motto is 'Be precise, be concise,'" said INR Watch Director Scott Dean. "The summaries are short enough that Watch officers have the time to polish them. Writing the Night Owl Notes gives Watch officers the experience to write papers for top policymakers that meet their needs and capture their attention."

INR Watch officers are also Department liaisons with U.S. intelligence agencies. They are connected with their counterparts via each agency's operations center, allowing them to keep abreast of current

developments. For example, after the major earthquakes in Haiti and Chile earlier this year, Watch officers interacted with other intelligence community members to provide damage assessments to Department principals, the Operations Center and task forces.

"Watch officers are full-fledged members of the intelligence community, and this has given me an insight I never would have had otherwise into how intel relates to—and often informs—the policy process," said Watch Officer Ed Dunn. "Also, you get to see all the intelligence that comes in, in essence seeing 'the rest of the story' as things unfold."

Training Opportunities

During their one-year assignments, INR Watch officers get access to training offered by other government agencies and may get to write an intelligence assessment by working with an INR office that analyzes intelligence information. Watch officers also make orientation visits to the operations centers of the Central Intelligence Agency, National Security Agency and other agencies.

INR Watch officers, typically third-tour FS-03s, receive a 13 percent pay differential. They are drawn from all Foreign Service job cones but must be reliable and have great interpersonal skills, good judgment and the ability to thrive in a fast-paced, teamwork environment. They rotate through nine-hour overnight, daytime and evening shifts.

The INR Watch is overseen by INR's principal deputy assistant secretary and, when fully staffed, consists of the director and 13 staff—11 Foreign Service officers and 2 Civil Service employees. Watch officers see highly sensitive reports on real-time world events and are the first to alert Department principals, while gaining an overview of the Department and of the interagency process.

"Spending a year on the INR Watch is definitely a worthwhile and often fascinating experience," said Watch Officer Alexander Lipscomb. "You get to work closely with the Operations Center and Crisis Management Support staff, write products for the Secretary and interact with the intelligence community."

"You learn how the Department works from the inside, experience the Department's interaction with other agencies in the federal government and are often the point of contact for INR, especially after-hours, on weekends, holidays and during crises." ■

The author is an INR Watch officer.



FLO Initiative

GEI addresses family member career needs /// *By Pat Hansen*

One of the top three concerns for Foreign Service families is employment for the trailing spouse or partner. But because of budget constraints, the number of jobs available inside a diplomatic mission has been decreasing, even as the number of family members increases. The percentage of family members employed inside the mission has decreased by 1 percent over the past six years to 25 percent.

Under the Diplomacy 3.0 initiative, the Department will increase its number of Foreign Service employees by 24 percent in coming years. This means even more family members will compete for the same number of jobs—or fewer—inside each mission.

Family members are an educated lot: About 75 percent have at least a college degree, and nearly half of those have an advanced degree.

Job opportunities outside the mission provide an important alternative for family members. In 2002, the Family Liaison Office established what is now known as the Global Employment Initiative to address the career needs of professional spouses and partners. The GEI offers career development support to family members through individual job coaching, career workshops and networking contacts in local markets.

Loretta Dusini (below), global employment advisor at the U.S. Embassy in Rome, works with client Elizabeth Escobar.



Employment Advisors

Family members receive support through 16 local and regional global employment advisors at more than 50 posts, and plans are in motion to open several additional regional GEA offices soon. Since the GEI's inception, the level of family member employment outside the mission has increased from 10 percent to 14 percent.

Loretta Dusini, the GEA at the U.S. Embassy in Rome, helped a spouse open an art studio.

"In the best of environments, it is very difficult to market my skills as a visual artist," said spouse Martin Terry. "Being in a foreign country multiplies the difficulty, but the GEI came to the rescue with enthusiasm, creativity and valuable local knowledge. In just a few short months here in Rome, my art studio is up and running; I already have students, have



Above: Anne Ramos, global employment advisor at the U.S. Embassy in San Salvador, meets with family member Jay Blodgett.



made art world connections and am focusing on an appropriate gallery and getting ready for my first exhibition in Italy."

The GEI also offers an increasing number of virtual services. For example, a virtual résumé coach now serves family members who lack access to a GEA. The coach provides up to three sessions via e-mail and phone and can be contacted at GEAresume@gmail.com.

Besides employment counseling and networking assistance, GEAs advise family members about paid and unpaid career-enhancing volunteer opportunities and teleworking or home-based business opportunities.

"My local job search was not as successful as I had hoped, so GEA Rick Furno gave me some information regarding a reputable freelance Web site as well as a book on how to succeed with an online business," said Yael Vinciguerra, who teleworks from London. "I had searched for online jobs in the past but found the entire process overwhelming and difficult to know where to start. The freelance Web site has brought me quite a bit of online part-time work."

Being a part-time freelancer, Vinciguerra said, means he still has free time to explore his new surroundings. He enjoys the flexibility of working online and can take his work from post to post.

Family member Jay Blodgett praised Anne Ramos, the GEA at the U.S. Embassy in San Salvador.

"From start to finish, Anne has been an invaluable resource for everything

work-related," Blodgett said. "From learning the intricacies of working in the local environment to navigating the bureaucratic catacombs of organizations within the embassy, Anne has been the first person I have turned to for direction, inspiration and solace."

Manpower Partnership

The Family Liaison Office's no-cost partnership with Manpower Inc. provides career development services for family members in 82 cities around the world. GEAs work with Manpower to set up workshops for family members on how to get jobs on the local economy. In addition, family members have access to nearly 4,000 distance-learning courses offered through Manpower at no cost.

The GEI Program is not a silver bullet and can't promise to find family members jobs. But it provides critical career management support and helps family members identify volunteer opportunities, teleworking options, home-based business opportunities and distance-learning courses. These benefits help family members lead more productive and fulfilling lives.

Additional information on the Global Employment Initiative is at <http://www.state.gov/m/dghr/flo/c21627.htm>. ■

The author is the Global Employment Initiative program officer in the Family Liaison Office.

Staying Put

HR reports
job-attrition decline
/// By Pamela E. Parker

Over the past several years, the Department of State has consistently experienced some of the lowest attrition rates of major federal agencies, particularly in the Foreign Service. Attrition consists of retirements, resignations and employees who leave the Department for employment elsewhere, also known as “non-retirements.”

Attrition Rates	FY2008	FY2009
Foreign Service Generalist	4.4%	3.4%
Foreign Service Specialist	5.6%	4.0%
Civil Service	8.4%	6.3%

While much attention has been given to the impending retirement wave of baby boomers and its impact on attrition, this has not yet significantly affected the Department. Attrition actually declined during the past two years. Eligible employees appear to be postponing retirement, and resignations are down.

At the same time, the number of employees eligible for retirement has been increasing. By the end of fiscal year 2009, the number of retirement-eligible employees increased by about 9.5 percent in the Civil Service and 6 percent in the Foreign Service, compared to the previous year's totals. The chart above shows the drop in attrition rates in both the Foreign Service and Civil Service in fiscal year 2009, compared with fiscal year 2008. This downward trend was not a surprise, given the economic climate.

FS Generalist Attrition

As of the end of fiscal year 2009, Foreign Service generalist attrition had dropped below the 2007 and 2008 levels for six consecutive quarters.

Overall, generalist attrition was down by 23 percent in fiscal year 2009, compared with 2008. The number of generalist retirements dropped 25 percent, and the number of non-retirements dropped by 18 percent. Attrition among entry-level officers decreased by 11 percent. Mid-level attrition dropped by 27 percent, and Senior Foreign Service attrition, which is almost entirely composed of retirements, dropped 22 percent.

The consular cone experienced the greatest decline in both retirements and non-retirements, with attrition dropping 40 percent. Retirements declined for all cones except the economic cone, which experienced a small increase of 14 percent.

FS Specialist Attrition

Foreign Service specialist attrition fell below its levels of fiscal year 2008 during all four quarters of fiscal 2009. Overall, specialist attrition fell 28 percent in fiscal 2009. Specialist retirements were down by 16 percent, and non-retirements were down 44 percent. The largest drop within the grade groupings, 43 percent, was among SFS employees.

Several specialist skill groups had attrition declines greater than 50 percent. These include

psychiatrists, financial management officers, construction engineers and information management technicians. Attrition increases occurred for English language officers, information resource specialists, health practitioners and security engineers. However, due to the relatively small size of most specialist skill pools, small changes in their numeric attrition levels can cause large changes in the percentage of their attrition levels.

CS Attrition

In fiscal year 2009, Civil Service attrition dropped below fiscal year 2008 totals for all four quarters, with total attrition down by 21 percent. Retirements dropped by 16 percent, while non-retirements dropped 24 percent. Attrition decreased by 31 percent for the Senior Executive Service, 17 percent for GS-12 through GS-15 employees and 30 percent for GS-11 and below.

Several Civil Service occupations that are categorized as mission-critical experienced declines greater than 50 percent. Included were public affairs, contract procurement, health practitioner and budget administrator. Attrition increased for general accounting clerks, largely due to a rise in non-retirements. Passport and visa examiners experienced a significant 57 percent increase in their retirement levels.

The Department will continue to monitor its attrition trends to see whether attrition begins to rise as the economy improves. ■

The author is a Human Resources Bureau management analyst.

Generalist Retirements vs. Non-Retirements (By Skill Group)

*Change from
FY08 to FY09*

	Retirement	Non-Retirement	Total
Consular	-40%	-39%	-40%
Management	-22%	0%	-17%
Economic	14%	-22%	-3%
Public Diplomacy	-18%	-31%	-22%
Political	-35%	6%	-25%
Total	-25%	-18%	-23%

Specialist Retirements

vs.

Non-Retirements (By Skill Group)

*Change from
FY08 to FY09*

	Retirement	Non-Retirement	Total
Psychiatrist	-100%	0%	-100%
Financial Mgmt Officer	-56%	-67%	-58%
Construction Engineer	-33%	-75%	-57%
Information Mgmt Technical	0%	-100%	-50%
Information Tech Manager	-40%	0%	-40%
Security Officer	-31%	-45%	-40%
Human Resources	-63%	200%	-33%
Information Manager	-7%	-50%	-25%
Facilities Manager	33%	-100%	-20%
Diplomatic Courier	0%	-25%	-17%
Office Management Spec	9%	-50%	-14%
General Services Officer	0%	-50%	-10%
English Language Officer	0%	100%	100%
Information Resource	100%	0%	100%
Health Practitioner	67%	0%	33%
Security Engineer	50%	-25%	20%
Security Technician	0%	0%	0%
Medical Officer	0%	0%	0%
Medical Technician	0%	0%	0%
Printing	0%	0%	0%
Total	-16%	-44%	-28%

Civil Service Retirements

vs.

Non-Retirements for Mission Critical Occupations (MCOs)

*Change from
FY08 to FY09*

	Retirement	Non-Retirement	Total
Foreign Affairs	-42%	-10%	-16%
Intelligence	0%	-50%	-30%
Personnel Management	-100%	-17%	-29%
Management Analysis	-22%	-37%	-32%
Gen Acctg Clerk Adm	40%	350%	129%
Accounting	0%	67%	29%
Budget Admin	-63%	-46%	53%
Medical Officer	0%	0%	0%
Health Practitioner	-50%	-100%	-75%
Medical Technician	-100%	100%	0%
General Engineering	0%	100%	50%
Engineering Tech	0%	100%	100%
Architecture	0%	100%	-100%
Civil Engineering	0%	100%	100%
Electrical Engineer	0%	0%	0%
Electronics Engineer	-100%	100%	0%
General Attorney	33%	-61%	-48%
Passport and Visa Exam	57%	-41%	-32%
Public Affairs	-67%	-69%	-68%
Contract Procurement	-83%	-44%	-60%
Gen Physical Science	0%	0%	50%
Info Tech Mgmt	22%	-17%	-6%
Total	-23%	-24%	-24%



Fire Drill

Practicing fire safety saves lives /// By Darrell Dantzler

Fire killed more Americans in the United States last year than all other natural disasters combined, accounting for 3,320 deaths and 16,705 injuries. Some 84 percent of fire deaths occurred in residences.

Overseas missions are not immune. In 2009, posts reported 38 fires resulting in losses of more than \$200,000.

The Fire Protection Office in the Bureau of Overseas Buildings Operations is responsible for overseas fire safety and prevention. As National Fire Prevention Week in October approaches, the office wants to highlight important facts about fire safety.

Residential Smoke Alarms

Most fire deaths are not from heat or flames but from inhaling smoke and toxic fumes. Since most fatal home fires occur between 8 p.m. and 8 a.m., many victims die while asleep. Smoke alarms are the key to preventing deaths and injuries; they wake residents and enable them to escape before toxic fumes accumulate to lethal levels.

Correctly installed and maintained, smoke alarms double the chance of surviving a fire. The Fire Protection Office provides 10-year smoke alarms for all residences.

All smoke alarms should be installed according to the manufacturer's instructions. If the unit malfunctions after installation or replacement of batteries, replace the entire unit. Even a functioning smoke alarm must be replaced every 10 years. Posts are required to keep a record of when the unit was installed and when it requires replacement. The occupant must perform monthly tests to ensure the smoke alarm stays in working order.

Deployable Ladders

Fire escape deployable ladders are a subject of concern and confusion. No fire code requires them and the Fire Protection Office does not supply or recommend using them due to the inherent danger in descending from any height. Securely attaching the top hooks to the window sill of residences is problematic, and the probability of the ladder slipping or the person descending directly into the fire area is extremely high.

The safest and best method to escape a building is first receiving an early warning, and then following a proper escape plan. Such a plan includes reacting appropriately to all alarms, anticipating

power loss by having a flashlight to illuminate escape routes and practicing your fire evacuation plan annually.

All family members should know at least two escape routes out of their residence. Crawling low under smoke is important because smoke and heat rise and fresher, cooler air is near the floor. Establish an exterior meeting place to ensure all persons are evacuated. Do not re-enter a burning house for any reason.

Portable Fire Extinguishers

Portable fire extinguishers are for fires of limited size. Unless a small fire can be easily controlled by a portable fire extinguisher, do not fight the fire. Review the correct procedures for using the extinguisher at least annually.

Never attempt to use more than one extinguisher to combat a fire. If the fire does not go out after discharging the extinguisher, drop it and leave. Let the professional fire service put out the fire.

Historically, approximately 50 percent of fires at U.S. missions overseas are extinguished using portable fire extinguishers. OBO fire protection specialists provide hands-on, live-fire extinguisher training during fire/life safety visits.

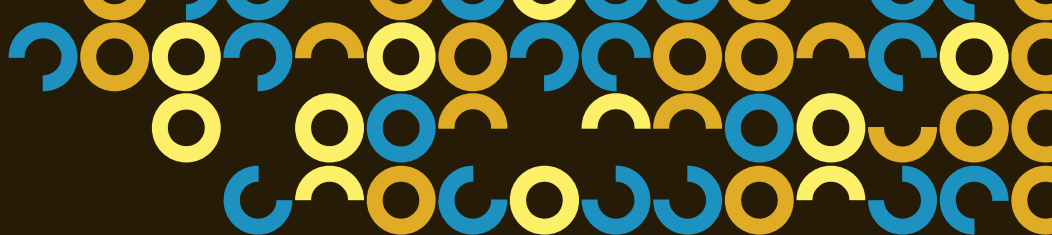
Fire Reporting

Most fires at posts are minor, but reporting a fire, no matter how small, is a requirement. After any fire, immediately contact the post occupational safety and health officer to submit a report to the Fire Protection Office. After a fire, don't try to clean up the damage until the occupational safety and health officer or OBO's chief fire investigator approves.

Observe Fire Prevention Week by remembering to inspect and test your smoke alarms, design and practice your home fire evacuation plan and review the procedures to operate your portable fire extinguisher. Carry out these steps each season of the year to protect your property, your family and yourself. The OBO Fire Protection Office Web site, http://obo.state.gov/ops_fir/, has more information.

Remember: Knowing fire safety can save lives. ■

The author is the training and disaster management officer of the Fire Protection Office in the Bureau of Overseas Buildings Operations.



A mural decorates the campus of the Bunyore Girl's School in Kenya.



Working Vacation

HR analyst returns to Africa as volunteer /// By Corinne Appleton

To many, Africa is a place of famine, civil war, AIDS, deadly snakes and spiders, but after a work-related visit two years ago, it was forever emblazoned on my heart.

Recently, I went back—this time as a volunteer. I again used my professional skills, but this time to help missionary friends who run a school of theology in Kenya.

My first visit two years ago was to South Africa, where I used my skills as a computer-aided job evaluation coordinator to teach human resources specialists and officers and program managers from various countries for the President's Emergency Plan For AIDS Relief about hiring and classifying PEPFAR program positions. The program employees impressed me with how they implemented PEPFAR's goals of providing care, treatment and prevention of HIV/AIDS.

Orphanage Visit

After the training, I took some annual leave to visit missionary friends who were then running a small farm and orphanage in Zambia. During my weekend with Jeff and Lisa Baltes, I experienced firsthand what PEPFAR program workers deal with daily. Of the facility's approximately 40 orphans, 20 percent were HIV positive. The orphanage's clinic provided daily treatment for HIV-positive pregnant mothers

and children, and for other diseases associated with African village life, such as malaria and deadly snake bites.

Moved by the smiles and hugs of the orphans, the simple love and sacrifice of the women caretakers and the beauty of the land, I knew I would return to help when I could.

Return Visit

This May, I returned as part of a volunteer team organized by Fairfax (Va.) Community



Church. Each volunteer paid several thousand dollars and took two weeks of leave to travel and work for a week at a nongovernmental organization working in Kenya.

After 16 hours of flying, we reached Nairobi and then flew another 45 minutes to Kenya's third-largest city, Kisumu. From there, we traveled another 45 minutes by van to the village of Kima, which is near the home of President Barack Obama's paternal grandmother and where the Baltes now live and work at the Kima School of Theology, or KIST. Jeff is the academic dean and Lisa oversees the care and feeding of the volunteer teams.

Our vans were filled to the roof with people and suitcases full of clothes and supplies ranging from cough drops to routers. Our route took us over the Equator from the Southern Hemisphere back into the Northern Hemisphere and into mountains approximately 4,000 feet above sea level north of Lake Victoria, where the lush tropical foliage contrasted with the sparse brown landscapes I'd seen previously in South Africa and Zambia.

At KIST, I saw again how PEPFAR and the U.S. Agency for International



Development—organizations I'd help train on job classification—were providing services at an HIV/AIDS Community Outreach Center and a village hospital providing treatment for malaria and HIV/AIDS.

In this latest visit, I applied my skills as an HR policy writer by researching and analyzing KIST's maze of administrative policies and developing an administrative handbook—a tall order for only five workdays. This required finding, reviewing and assembling policies posted on bulletin boards around campus and in student and faculty handbooks. This work will enable the school administration to know what policies need to be developed and to prioritize the policies that need updating. Having a system of institutional policies is a

requirement for international educational certification and is critical for funding and transferring students.

The KIST compound includes the theology school, the Bunyore Girls School, the simple Kima village hospital and a community HIV/AIDS outreach center. The hospital provides HIV/AIDS, well-baby and triage treatment for KIST and Bunyore students and local villagers. I watched a lab technician and our team's nurse test for malaria, thrush and HIV by taking blood samples and examining them under a microscope. Anti-malarial and HIV medicines are provided free by the U.S. Agency for International Development and PEPFAR, a big benefit in an area where locals earn about \$100 a year.

At the community HIV outreach center, which is partially funded by USAID and PEPFAR, the five women on the staff serve approximately 3,000 people living with HIV. They offer groups and classes, and travel around the region to teach about living with HIV/AIDS, practicing good hygiene, using abstinence or safe sex and engaging in farming techniques that make for good nutrition. At the center, one client proudly said that, thanks to the program, "I've been living with HIV for 21 years."

As for my work, I succeeded, finishing not one but two policy reference manuals for KIST, one for the academic dean and one for the school principal. ■

The author is a policy analyst in the Office of Overseas Employment of the Bureau of Human Resources.



Clockwise from top left: A lab building and water cistern, center, are part of a village hospital in Kenya; the church volunteer team gathers at the equator sign; two case managers greet visitors at an outreach center.

Summer in the Keys

Cultural Series Features Piano Recital III By John Bentel

The Foreign Affairs Recreation Association and State of the Arts Cultural Series recently featured performances by talented pianists, flutists and a mezzo-soprano, as well as the annual piano recital.

Mary Matthews and Melissa Wertheimer formed the Dahlia Flute Duo at the Peabody Institute of Johns Hopkins University and perform classical and contemporary flute music in the greater Baltimore and Washington areas. They performed a selection of fiery Spanish compositions accompanied by pianist Joshua Horsch for an enthusiastic audience. Several selections were from Georges Bizet's *Carmen*.

The Isis Ensemble Duo, flutist Amy A. Thomas and pianist Fabian Faccio, presented a program of works by Franz Schubert, Gabriel Faure and Astor Piazzolla. Their precise, seamless playing belied the difficulty of the music. The works by Piazzolla, the king of tango, were the crowd favorites.

Nancy Zepherin led off the yearly recital of State Department and Montgomery College piano students under the tutelage of Caryl Traten Fisher with a delightful performance of *Sliding in the Snow* by William Gillock. Joanne Marcelllo offered sensitive renderings of *Minuet in G* by Johann Sebastian Bach and *Surprise Symphony* by Joseph Haydn. An arrangement of Frederic Chopin's *Fantasy Impromptu* showcased the talent of Marilyn Morin. Hal Scheinberg skillfully played *The Lonesome Gypsy* by Bernice Rosner. Lamarr

Chapman's *Broken Dolly* ideally suited the talent of Roberta Lasken. Alvin Jay Figer played Johann Christian Bach's *Andante Cantabile* and Dmitri Kabalevsky's *Waltz*.

Jane Feldman delighted the audience with Jean Paul Egide Martini's *Plaisir d'Amour*. Dr. Bob Brady offered two satisfying selections: Alexander Tansman's *Vacation Is Over* and Frederic Chopin's *Prelude, Opus 25, no. 4*. Returning for his sixth recital, Dana Floyd played *Arabesque* by Johann Friedrich Franz Burgmuller and *Gymnopiediel* by Erik Satie. Returning student Ricky Jackson played *Preludium* by Johann Sebastian Bach and *Dorthea La Captiva* by Argentine composer Ariel Ramirez. Dorothy Ryan sensitively played Francisco Paulo Mignone's challenging *Valsa de esquina no. 8*. Diana Walker ended the recital with three challenging selections played with panache: *Estrella* by Robert Schumann, *Etude no. 10* by Alexander Scriabin and *Allemand* by Eugen d'Albert.

Norwegian-American mezzo-soprano Linda Priebe and piano accompanist Patrick O'Donnell performed Norwegian and

American songs on the themes of nature, animals, love and weather. Her voice was perfectly suited to Edvard Grieg's *I Love Thee* and George Gershwin's *Summertime*. The audience particularly enjoyed her renditions of *Someone to Watch Over Me* and *Wade in the Water*.

In commemoration of the 200th anniversary of the composer's birth, Wayne Dorsey of the Bureau of South and Central Asian Affairs presented an all-Chopin program and played with remarkable sensitivity. He offered *Etude in A-flat major, op.25, no. 1*, *Scherzo in C-sharp minor, op.39*, *Prelude no. 15 in D-flat major, op. 28* and *Fantasy in F minor, op. 49*. ■

The author is a computer specialist in the Executive Secretariat.

Upcoming Events

September 8

Carl Davis
and
gospel choir

September 22

Peter Princiato,
instrumentalist

September 29

4th Annual
Talent Show

October 20

Saint John's Newman
Traditional Choir
(pictured above)

November 3

Charles Humphries,
vocalist



Performances are on Wednesdays at 12:30 p.m. in the Dean Acheson Auditorium unless otherwise noted.



William J. "Bill" Bushwaller III, 88, a retired Foreign Service officer, died Jan. 14. He lived in Jensen Beach, Fla. He served in the Army Air Corps during World War II and joined the Department in 1948. His postings included Nairobi, Dar es Salaam, Rio de Janeiro, Melbourne and Mexico City. In 1961, he transferred to the Department of Commerce and led trade missions overseas. He retired in 1979 to Naples, Fla., where he partici-

pated in community organizations and enjoyed gardening and boating.



Ron Cate, 61, husband of Foreign Service Office Management Specialist Sally Cate, died March 13 of a heart attack while on vacation in Hawaii. He served in the Air Force in Vietnam. He accompanied his wife on postings to Prague, Bonn, Canberra, Melbourne, Budapest and Geneva and worked as a budget and finance clerk, community liaison officer, consular assistant and security escort. He was a master woodworker whose projects benefited

various embassy communities. He also enjoyed working with young people.



Peter V. Curl, 89, a retired Civil Service employee, died May 17 in Shelbyville, Ill. He served in the Army during World War II. He worked in the Office of the Historian for 22 years before retiring in 1975. He loved trains, reading and classical music, particularly Wagner. His scholarly interests included the American Civil War and ancient history.



Gerald S. Mathews, 76, a retired Foreign Service officer, died May 19 at his home in Henderson, Nev. He served in the Army during the Korean War and worked for the government for 37 years. His postings included Rio de Janeiro, Tehran, Manila, Mexico City and Ivory Coast. He enjoyed baseball, jazz, classic cars, traveling and his family.



William H. "Bill" McLean, 87, a retired Foreign Service officer, died May 23 in Aiken, S.C. He served as an officer in World War II and joined the Department in 1952. His postings included Budapest, Oslo, Beirut, Rio de Janeiro, Brasilia, Montevideo and Tel Aviv. He retired to Lake Anna, Va., in 1980 and moved to Aiken in 2004. He loved art and literature and was active in his church.



Hugh W. Olds Jr., 78, a retired Civil Service employee with the U.S. Information Agency, died June 13 of cardiac arrest at his home in Alexandria, Va. He joined USIA in 1960 as a research analyst for North Africa and the Horn of Africa and later worked as a research specialist on the newly independent states of Eurasia after the demise of the Soviet Union. He retired in 1996. He served in the Navy. He enjoyed traveling, singing in choral groups, gardening and researching family genealogy, and was active in his church.



Edith L. Stemple, 93, a retired Foreign Service secretary, died March 24 in Washington, D.C. She worked for the Civilian Conservation Corps before joining the Department in 1940. Her postings included Panama, Italy, Germany, Japan and Peru. She was in Berlin during the 1948-49 airlift. She retired in 1970 and regularly welcomed Foreign Service friends to her apartment across the street from the Department.



Richard N. "Dick" Sutter, 82, a retired Foreign Service officer, died May 25 at his home in Palm Springs, Calif. He was a fiscal officer and was posted to Taipei, Phnom Penh and Tehran. He also served with the departments of Health and Human Services and Energy and the Executive Office of the President. He enjoyed reading, bridge, crossword puzzles, challenging word games and traveling—he visited every state and more than 45 countries.



Emory C. Swank, 88, a retired Foreign Service officer, died June 3 in Oberlin, Ohio. He joined the Department in 1946 and was posted to Shanghai, Qingdao, Jakarta, Moscow, Bucharest and Vientiane. After serving as deputy assistant secretary for European Affairs, he was named ambassador to Cambodia in 1970. After retiring, he embarked on a second career as president of the Cleveland Council on World Affairs.

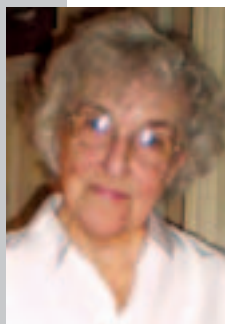


Norbert Carroll Tagge, 56, a former Civil Service employee, died March 7 at his home in Burke Center, Va. A retired Air Force officer, he joined the Department in 2003 as a defense control analyst in the Bureau of Political-Military Affairs. In 2009, he became a professor of acquisition policy at the Defense Acquisitions University. He was a volunteer firefighter and ham radio operator.



Leonard Unger, 92, a retired Foreign Service officer, died June 3 at his home in Sebastopol, Calif. He served as ambassador to Laos and Thailand and was the last U.S. ambassador to Taiwan before U.S. recognition of the People's Republic of China. He was also deputy assistant secretary for East Asia and the Pacific. After retiring, he taught for several years at the Fletcher School of Law and Diplomacy, where he also organized conferences on the

Association of Southeast Asian Nations. He moved to California in 2000.



Romaine "Sue" York, 89, widow of Foreign Service officer Frederick S. York, died Jan. 24 in Ocala, Fla. She accompanied her husband on assignments to Manila, Egypt, Beirut, Frankfurt and New Delhi. She moved to Ocala in 1979 and was active in the community.

In the Event of a Death...

Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302. Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960. For specific questions on submitting an obituary to *State Magazine*, please contact Bill Palmer at palmerwr2@state.gov or (202) 203-7114.

Retirements

Foreign Service

Kwak, Myung-soo Max	Rinaldo, Jean E.
Malone, Jeffrey L.	Sanders, Keith F.
McGinnis Jr., Joseph S.	Schilling, Andrew J.
McGlinchey, Andrea J.	Weed, Stephen John
Pasowicz, Joel M.	Wojciechowski, Jimmy L.
Pickrel, Thomas C.	Wong, Terrence K.H.

Civil Service

Berntsen, John L.	Leahy, James M.
Carter, Annie M.	Louison, Shirley
Derooy, Dan	Mason, Charles V.
Grubb, Thomas G.	Mitzkewich, Keith F.
Jenks, Marilyn D.	Murphy, Donald F.
Johnson, Pershing D.	Poulin, Susan Scheets
Kohler Jr., James Q.	Williams, Lora A.

Coming In Our October Issue:

DOS Works to Restore
Marshall Wing's
Famed Mural

Navy-State Partnerships Promote
International Good Will

Honest Evaluation Strengthens
Modern Diplomacy

...and much more!

A Really Simple Way to Stay Informed

What is RSS?

Really Simple Syndication, or RSS, is a format for delivering frequently updated online content. An RSS document, also known as a "feed", typically includes either the full text document or summarized information with a link to the full article. Readers can subscribe to specific RSS feeds based on their areas of interest, and received updates from many sites in one place.

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Stability in Somalia

Some people enjoy challenges—climbing Mount Everest, running a marathon in under three minutes, sailing around the world. Then there are those who join the Somalia Unit, a small group of Foreign Service officers operating in the U.S. Embassy in Nairobi to help that troubled country on the Horn of Africa achieve some semblance of stability and peace.

The unit reports directly to Ambassador to Kenya Michael Ranneberger and includes a senior counselor for Somalia Affairs, two political officers, a public affairs officer and a political-economic officer. The task is daunting—since 1991, there have been at least 14

attempts to reestablish a functioning national government—but the Somalia Unit remains optimistic of overcoming the odds and fulfilling Secretary Clinton's belief that Somalia's Transitional Federal Government represents the best hope in years for stability in a vital section of Africa.

Folklore once said that teaching a child to swim was simple—throw the youngster into a creek and let nature take its course. While that old adage may or may not hold water, a small group of Foreign Service officers put a variation of it to the test recently in Slovenia. Looking for a way to really assess their knowledge of Slovenian—a difficult language with a unique dual case and 28 different ways to say “day”—three FSOs and their instructor devised a real two-day “amazing race” across Slovenia, during which the participants could speak no English.

Traveling three separate routes to a common destination, the officers had to each accomplish 50 tasks ranging from engaging locals about historical questions, finding new landmarks and ordering specific menu items in small cafes way off the beaten path. The trio got more than just a total immersion in a tough language. “I went to Slovenia to practice my language skills,” said one, “but what I also got was greater fluency in its past.”

The numbers seem plenty ominous—36 stolen passports, 19 burglaries, 4 assaults, 3 armed robberies, 1 attempted carjacking—but colleagues in the consulates general in Cape Town, Durban and Johannesburg, plus the U.S. Embassy in Pretoria, were prepared for that and more, considering the influx of tens of thousands of U.S. citizens into South Africa to watch and participate in the quadrennial frenzy that is World Cup soccer. The World Cup for many U.S. citizens

was their first opportunity to visit South Africa, and the U.S. mission took every advantage to introduce the newcomers to this rich and diverse country. The ominous numbers aside, most of the visitors enjoyed a happy and fruitful visit.

The mission team also took the initiative to cultivate its relationship with the host country. Before Team USA's first match, the embassy arranged an open practice where the team showed its skills and signed autographs for some 400 disadvantaged South African children from Gauteng province. For most of the children, it was the only opportunity to meet World Cup team players, get autographs and pose for photographs with players. And the children really enjoyed the attention, according to an embassy information resource officer:

“They were walking on air as they left the field.”

Last but not least, a final salute to our colleagues en route to their final posting: *William J. “Bill” Bushwaller III; Ron Cate; Peter V. Curl; Gerald S. Mathews; William H. “Bill” McLean; Hugh W. Olds Jr.; Edith L. Stemple; Richard N. “Dick” Sutter; Emory C. Swank; Norbert Carroll Tagge; Leonard Unger; and Romayne “Sue” York.* ■

Rob Wiley
Editor-in-Chief

WELCOME TO YOUR NEW POSTING TO EMBASSY GLOOPOVIA!

TO HELP US PREPARE FOR YOUR ARRIVAL, PLEASE FILL OUT THIS QUESTIONNAIRE:

MY HOUSING PREFERENCE IS:

- ON THE EMBASSY COMPOUND
- OFF-COMPOUND IN THE LOCAL COMMUNITY
- OFF-COMPOUND EXTRA SWANKY*

* SEE REGULATIONS FOR MAXIMUM ALLOWED PERCENTAGE OF ADDITIONAL SWANKINESS

I WILL BE BRINGING A:

- CAT
- DOG
- HELPER MONKEY
- SEA MONKEY(S)

I FEEL I NEED MORE HOUSING SPACE BECAUSE I WILL BE BRINGING MY:

- SNOOKER TABLE
- VINTAGE SEAPLANE COLLECTION
- HELPER MONKEY LOUNGE AND PLAY AREA (SEE ABOVE)

WHAT I WOULD LIKE TO HAVE AVAILABLE AT THE COMMISSARY ARE:

- AMERICAN CEREALS
- AMERICAN FRENCH FRIES
- AMERICAN SPANISH RICE
- AMERICAN CHINESE NOODLES
- AMERICAN AMBASSADOR-HEAD PEZ DISPENSERS (COLLECTIBLE)



MY FLUENCY LEVEL IN THE LOCAL LANGUAGE IS SUFFICIENT TO:

- SHOUT "I ONLY SPEAK ENGLISH!" (IN ENGLISH)
- GIVE SIMPLE DIRECTIONS TO A TAXI DRIVER, ORDER AT A RESTAURANT
- GIVE A LENGTHY DIATRIBE ON MY OWN EXPERTISE ON THE BATTLESTAR GALACTICA SAGA, ORDER ALL TO BOW IN AWE

RUMORS I HAVE HEARD ABOUT AMBASSADOR SLUSHMORE INCLUDE (CHECK ALL THAT APPLY):

- HE'S A SCREAMER
- CRUEL BUT FAIR
- SURPRISINGLY AGILE FOR A FAT MAN
- DREAMY SINGING VOICE IN COUNTRY TEAM MEETING

MY ATTITUDE COMING TO POST IS BEST DESCRIBED AS:

- POSITIVE, READY TO PLAY A CONSTRUCTIVE ROLE
- NEGATIVE - I'M ONLY COMING BECAUSE I DIDN'T GET ANY OF MY OTHER CHOICES
- DENIAL - I STILL THINK I CAN GET OUT OF THIS!





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Bureau of Human Resources
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